Effective HR Practices for Corporate Talent Management

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- How to build the talent strategy
- Talent Management
 - Talent Assessment
 - Talent Development
 - Talent Retention

How to build the Talent Strategy

Vision of the Company

Business Goals

- short term
- long term

Business Strategies



Talent strategy and business alignments

Future organisation structure

- Geographic expansions
- New business acquisition
- Growth of business segments
 - Phase-out
 - Maintain
 - GROWTH

Competency requirements

- New competency required
- Current competency to be enhanced
- New skill and knowledge to be acquired

Talent pipeline

- Identifications of talent pool
- Succession pipeline
- Talent acquisition
- Development & retention



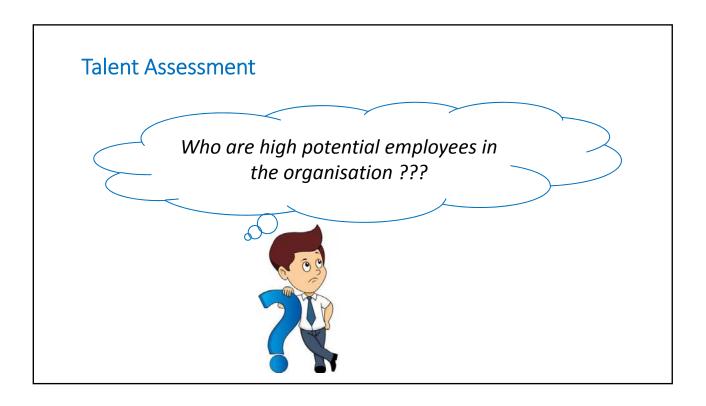
How to build the Talent Strategy

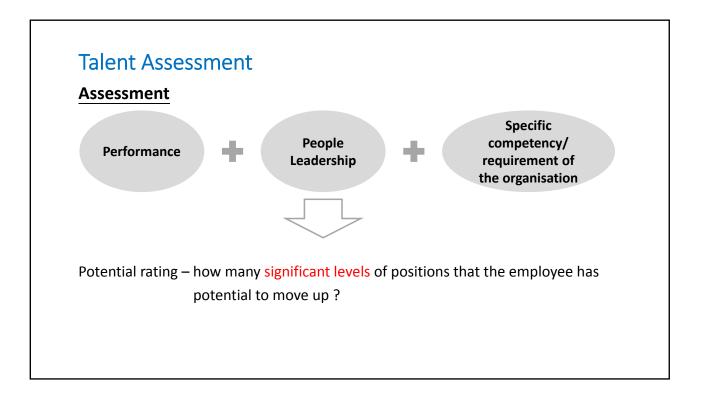


Talent Strategy

Recruitment Strategy

- Campus Recruitment
- Cross-industry recruitment
- Channel of recruitment
- expertise/competency requirements
- Compensation Strategy
 - High potential
 - Expertise
- Succession
 - Planning - Cross-country
 - planning Readiness of pipeline
- Talent Development
- Enhance overall organisation competency
- High potential *development
- *retention





Talent Development

- Assessment of development needs
 - On-the-job performance assessment
- Mutually agreed development plan
 - Scope broadening assignments
 - Special projects/small strategic assignments
 - Cross-functional assignments
 - Job rotation
 - Assignment with people responsibilities/ mentoring and exposure to sr. executives
- Monitoring /coaching of execution of development plan
 - Who is the lead of the development assignments
 - Regular meeting to review the progress

Talent Retention

Development

- Development plan
- Exposure

Advancement

- Expectation of timeline of promotion

Compensation

- Target compensation vs market median
- Incentives

High potential employees' satisfaction monitoring