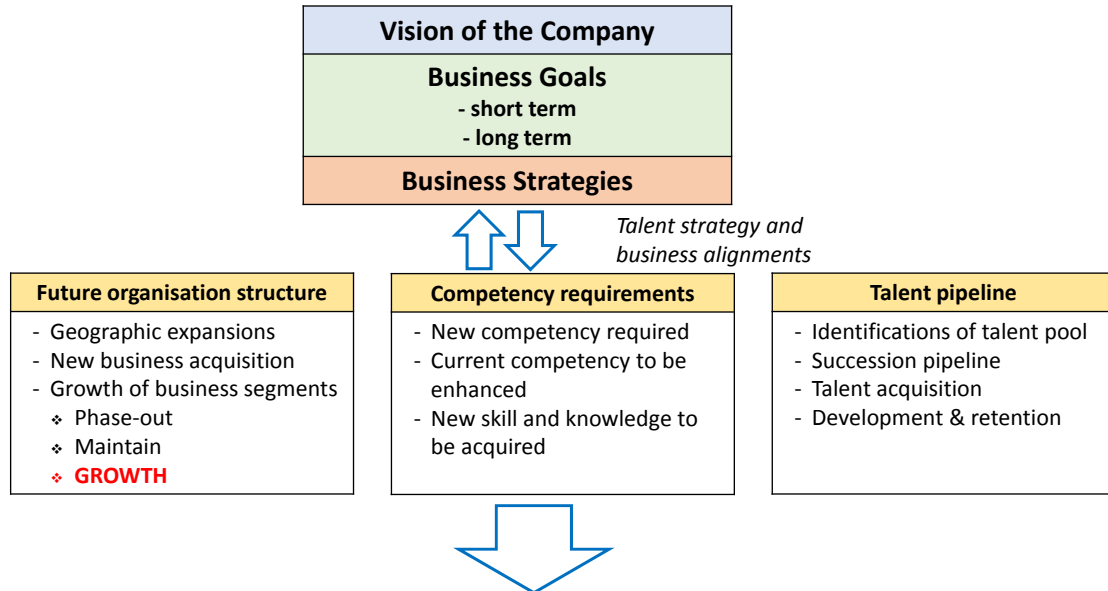


## Effective HR Practices for Corporate Talent Management

### Effective HR Practices for Corporate Talent Management

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

## How to build the Talent Strategy



## 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

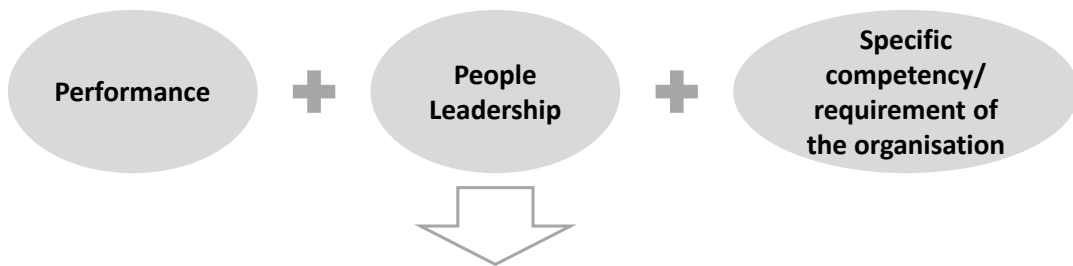
## Talent Assessment

*Who are high potential employees in the organisation ???*



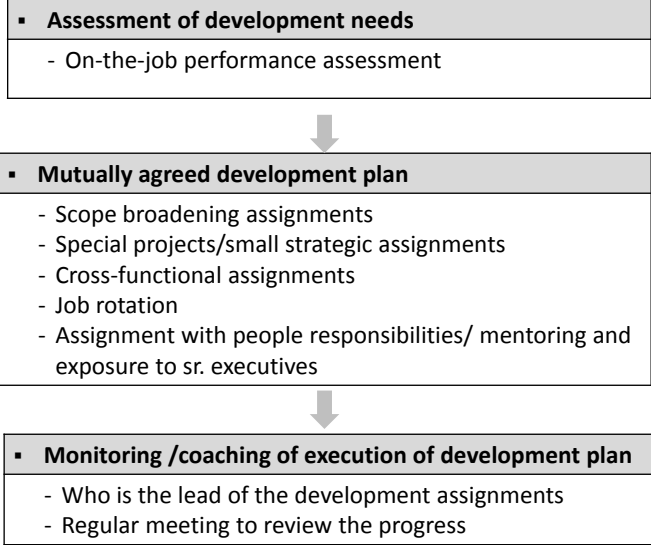
## Talent Assessment

### Assessment



Potential rating – how many **significant levels** of positions that the employee has potential to move up ?

## Talent Development



## Talent Retention

