



**LEADERSHIP SA**  
strategy leadership change human capital effectiveness

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## **Talent Management:**

The ability and willingness to attract, identify, develop, deploy and lead talent is one of the top Executive agenda items everywhere.

For a free self assessment of your organisations talent management practices, complete this simple questionnaire

For best results get your Executive team and a small sample of managers and staff to complete it and see what the different perceptions are telling you.

## Managing Talent:

Low – we don't do this

Medium – we do this

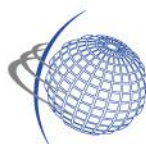
Hi – this provides a competitive advantage

Exceptional – global thought leader

	Low	Med	Hi	Except
We have a clear framework that guides our talent processes				
We understand the global and local talent market and trends in those skills that are business critical				
We have a comprehensive talent and skills profile of our organisation				
We have a comprehensive talent strategy that addresses the future skills requirements of our strategy.				
Our strategy takes into account the need for diversity in all its forms				
We have a system of talent governance structures (eg talent boards) that oversee the talent strategy and processes				
Talent management is a key Executive agenda item and is driven from the office of the CEO				
The deployment of corporate talent is a corporate responsibility rather than a divisional or functional one				
There is an independent budget for employment and development of key future talent				
All role players in the talent system have a clear understanding of their role in the processes				
The HR function fulfils an effective role as the custodian of the talent process				
Executives fulfil their key role in talent management				
Line managers understand and fulfil their role in the talent process				



Employees understand and fulfil their role in the talent process				
Talent risk is managed along with other key business risks				
We have a clear strategy to be an employer of choice in the market in which we operate				
We understand the psychographics of our various talent markets				
We have clear employee value propositions				
We survey why people stay with the organisation				
We use multiple assessment processes to identify talent internally				
We use psychometric assessments for objective insight into potential				
Our managers have an explicit responsibility to identify future talent in the organisation				
We have defined talent pools based on sound identification of talent				
Our critical roles have a pipeline of successors now and in the future				
People are given regular feedback on their considered potential in the organisation				
Effective career discussions are held with employees on a regular basis				
There are career paths in the organisation for specialists as well as potential managers				
There is a sound framework for talent development				
Managers understand, are capable and willing to fulfil their roles in developing talent in the organisation				
We make use of action learning to develop talent				
We facilitate and encourage connectivity internally and externally as a learning process				



We create opportunities for people to engage in challenging experiences outside of their comfort zone				
We ensure that talent and future successors to key positions have “accelerated experiences” in roles that prepare them for future positions				
We design our own development programmes with assistance from universities and business schools				
Leaders and specialists in the organisation teach on internal development programmes along with external faculty				
There is a clear framework of programmes offered and supported by the organisation that prepare talent for new responsibilities in their career				
Leaders are skilled in mentoring and coaching talent				
Leaders understand the importance of effective leadership in the attraction and development of talent				
There are effective remuneration policies in place to retain key talent				
Key talent are thoroughly engaged in their work and are fully utilised				

Talent management is considered central to executing strategy and organisational sustainability.

If you are not satisfied with your scores or you would like to become a global thought leader contact Terry Meyer at: [terry@leadershipsa.com](mailto:terry@leadershipsa.com)

