

THE IMPLEMENTATION SECRETS TO

ONE PAGE TALENT MANAGEMENT



A WEBINAR DISCUSSION

**NOVEMBER 17,
12PM EST**



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HI! I'M MARC



I USED TO



CONSULT



DEVELOP



PUBLISH



**THE
DETAILS
ARE HERE**



**I'LL START,
THEN YOU**

**LET'S
KEEP IT
LIVELY**

HOW WE GOT HERE



1



2



3



Quick reminder



Solve business problems

- **Science-based**
- **Simple (now Science + Simplicity)**
- **Accountability**
- **Transparency**

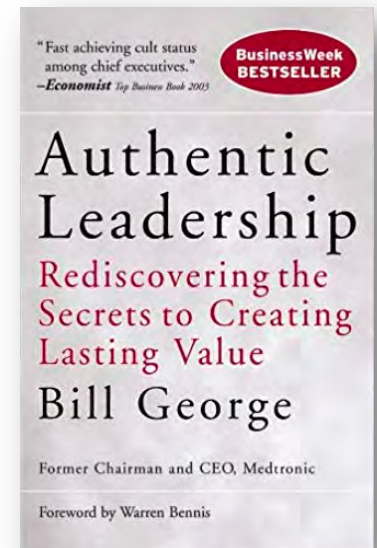
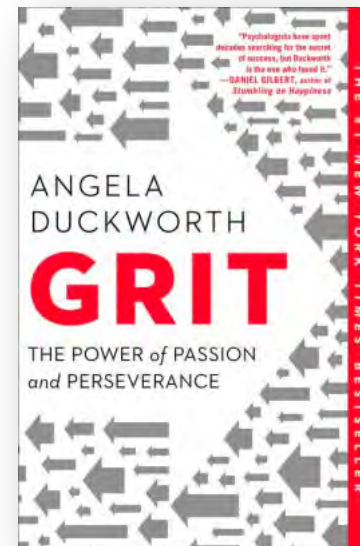
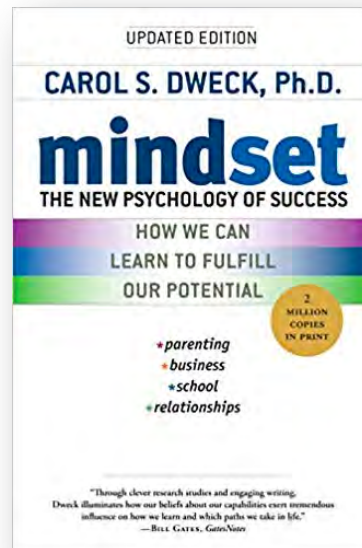
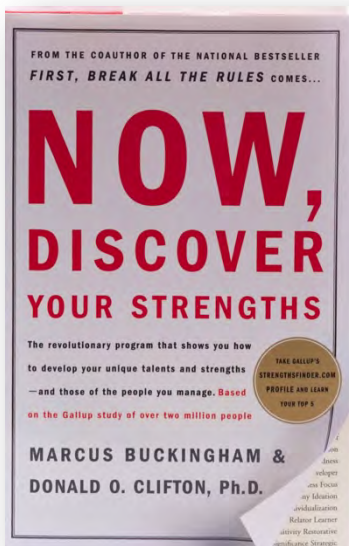
Some fortunate events

- CEOs and Boards were finally understanding talent
- CHROs were under pressure to deliver
- Recession (2x ago) forced sharper view of talent

Fast-forward 10 years . . .

SCIENCE

A LITTLE PROGRESS BUT . . .



SCIENCE: IMPLEMENTATION SECRETS

- **FIRST, DO WHAT'S PROVEN**
- **BE A CAREFUL CONSUMER**
- **FIND YOUR "ORACLE OF SCIENCE"**

SIMPLICITY

- **SOME MOVEMENT – VERY POSITIVE INTENTIONS. PERFORMANCE MANAGEMENT, ESPECIALLY.**
- **WORK TO DO – EVERYWHERE ELSE. DEVELOPMENT, BEHAVIORS (ALTHOUGH FEWER BIG COMPETENCY MODELS)**

SIMPLICITY: IMPLEMENTATION SECRETS

- **HOW LITTLE CONTENT/
INFORMATION/DATA
WOULD WORK HERE?**
- **GET YOUR EGO OUT OF THE
WAY**
- **EMBRACE BORING**

TRANSPARENCY

~40% TELL: UNCHANGED OVER 15 YEARS

WHY DON'T THE OTHERS TELL?

- **62%: WE'RE CONCERNED ABOUT ENGAGEMENT OF INDIVIDUALS WHO FIND OUT THAT THEY ARE NOT CURRENTLY RATED AS HIGH POTENTIAL**
- **60%: WE'RE CONCERNED THAT THEY WILL DEVELOP OUTSIZED/UNREALISTIC EXPECTATIONS ABOUT THEIR FUTURE MOVEMENT AND/OR TREATMENT**
- **60%: OUR MANAGERS CAN'T EFFECTIVELY COMMUNICATE THIS MESSAGE**

TRANSPARENCY: IMPLEMENTATION SECRETS

- **LET THE EXECUTIVE TEAM GUIDE YOU, NOT H.R.**
- **IF YOU DON'T WANT TO BE TRANSPARENT, STOP SAYING YOU DO**
- **RECOGNIZE YOU'LL BE FORCED THERE SOON ENOUGH**

ACCOUNTABILITY

WELL . . .

ACCOUNTABILITY: IMPLEMENTATION SECRETS

- **WHICH TWO TALENT ITEMS MATTER MOST?**
- **USE THE ACCOUNTABILITY LADDER TO I.D. “ENOUGH”**
- **TRANSPARENCY CAN DRIVE ACCOUNTABILITY**

EASY OPPORTUNITIES

- **OPTM MINDSET**
- **PERFORMANCE
MANAGEMENT**
- **DEVELOPMENT**

AFTER OPTM CAME . . .

- **TALENT PHILOSOPHY**
- **SUCCESS MODELS**
- **TALENT CAPABILITIES
(TALENT MGMT. INST.)**

**WHAT
ENABLES ?**

**NOW YOU.
QUESTIONS.
REACTIONS.
COMMENTS.
CHALLENGES.**

