

Using Talent Management to Propel Talent Development

Manage, Develop, Retain

● **Caroline Miller**

● *BizLibrary*

● Marketing Events Strategist

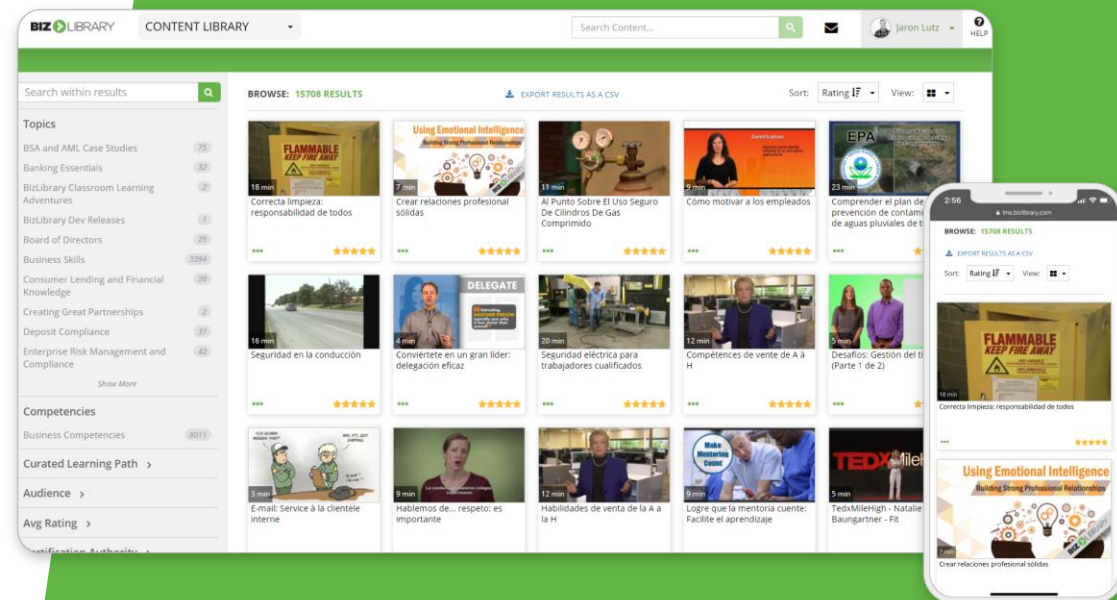
[linkedin.com/in/caroline-miller1](https://www.linkedin.com/in/caroline-miller1)



- Learning Experience Platform
- Learning Management System
- Reinforcement Platform

Request a Demo

www.bizlibrary.com/demo

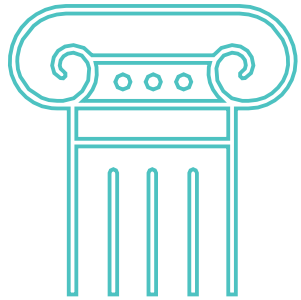




Poll: What is your talent development strategy?

- We don't have one
- Needs based assessments
- Elective training
- Coaching

5 Pillars of Talent Management



Role-Based
Competencies



Career
Pathing



Learning &
Development



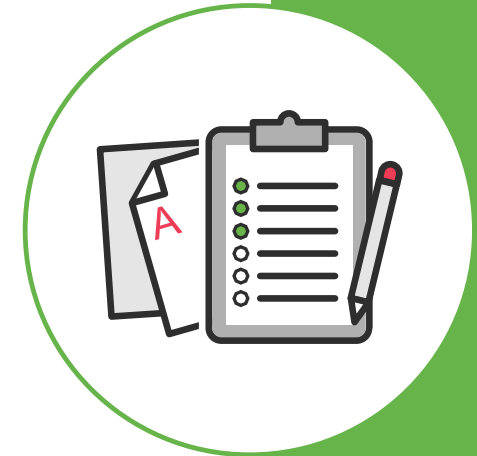
Hiring &
Onboarding

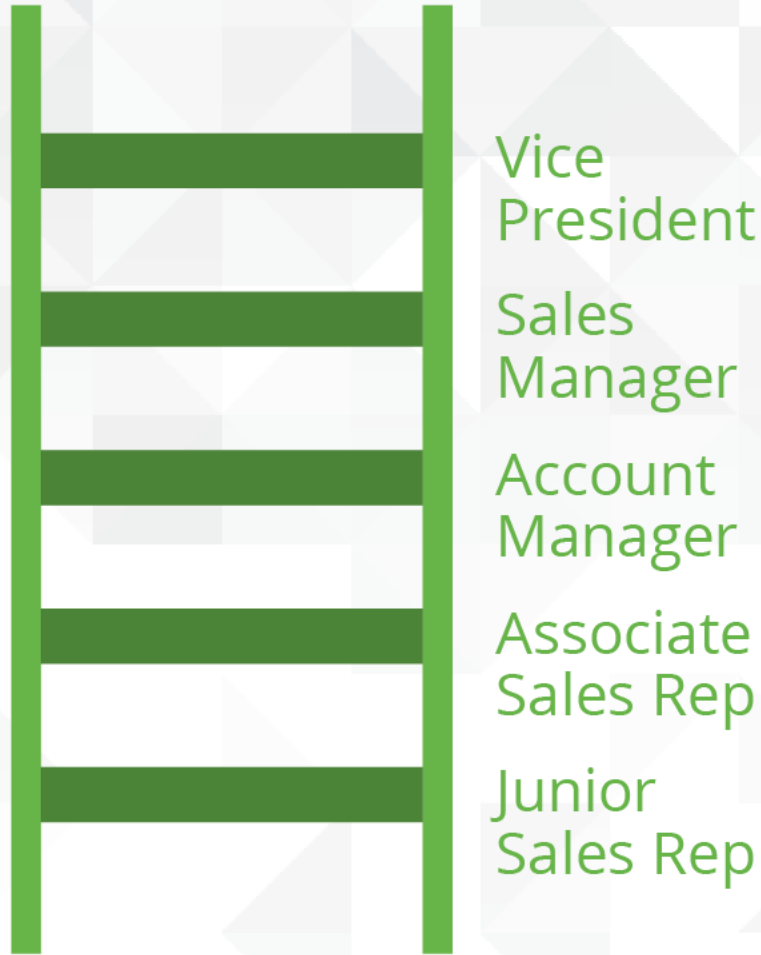


Performance
Management

Pillar 1- Role Based Competencies

- Job description
 - Define the skills, knowledge, competencies, and experiences the candidate should possess

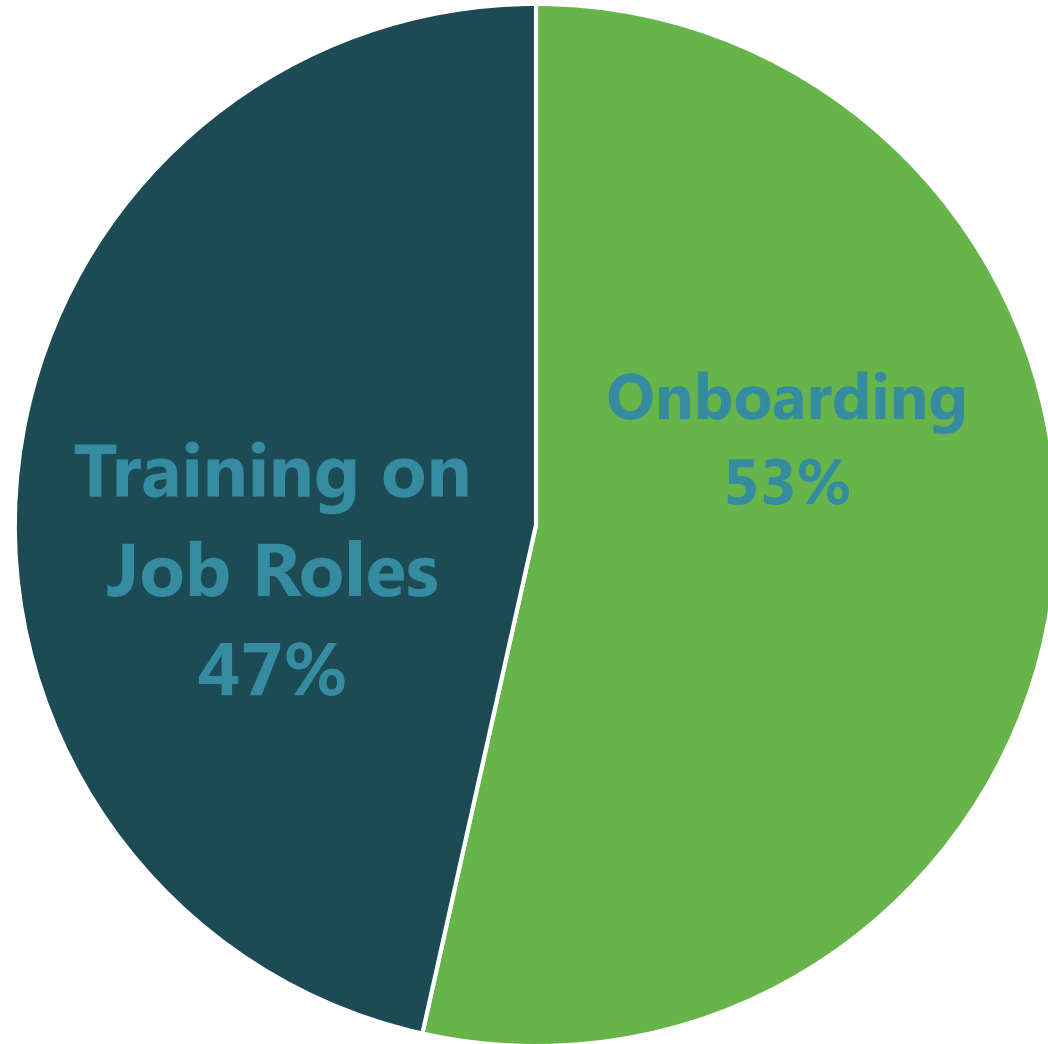




Career Ladder

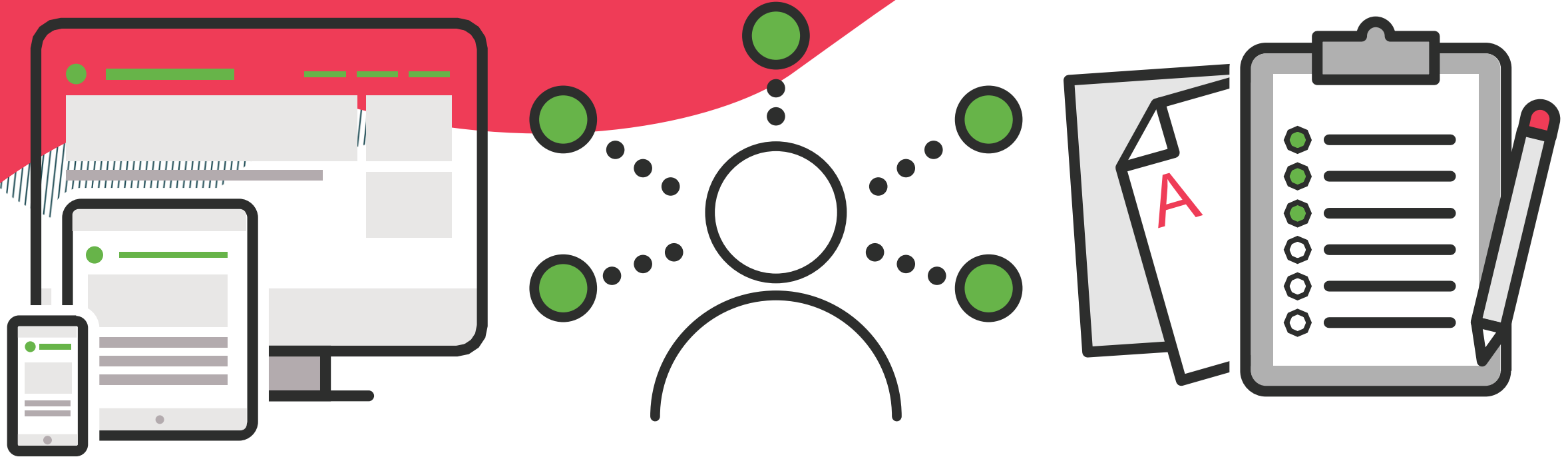


Career Lattice



3%

Only 3% of organizations offer skills training throughout the entire employee lifecycle



Pillar 3- Learning and Development

Pillar 4-

Recruiting and Onboarding

- Reacquisitions
- Sourcing
- Applicant Tracking
- Onboarding

How do you determine talent success?

Answer in the group chat.

Turnover

9 Box Grid

Feedback

Talent Equation

Performance Reviews/Evaluations

We don't

360 Degree FB

Against goals

KPIs

Pillar 5-Performance Management



SUCCESSION
PLANNING



1-ON1'S



START, STOP,
REPEAT



GOAL SETTING

Mission

- Goal of your highest level of satisfaction
- Ie. Drive success, provide high-quality, develop, deliver

Vision

- How your organization pictures their future
- Ie. To enhance our clients' business performance by improving the way their employees learn.

Values

- Guiding Principles of your organization
- Ie. Successful partnerships, freedom to fail, giving back

Talent Management Best Practices



Know what success
looks like



Recognize



Set Goals



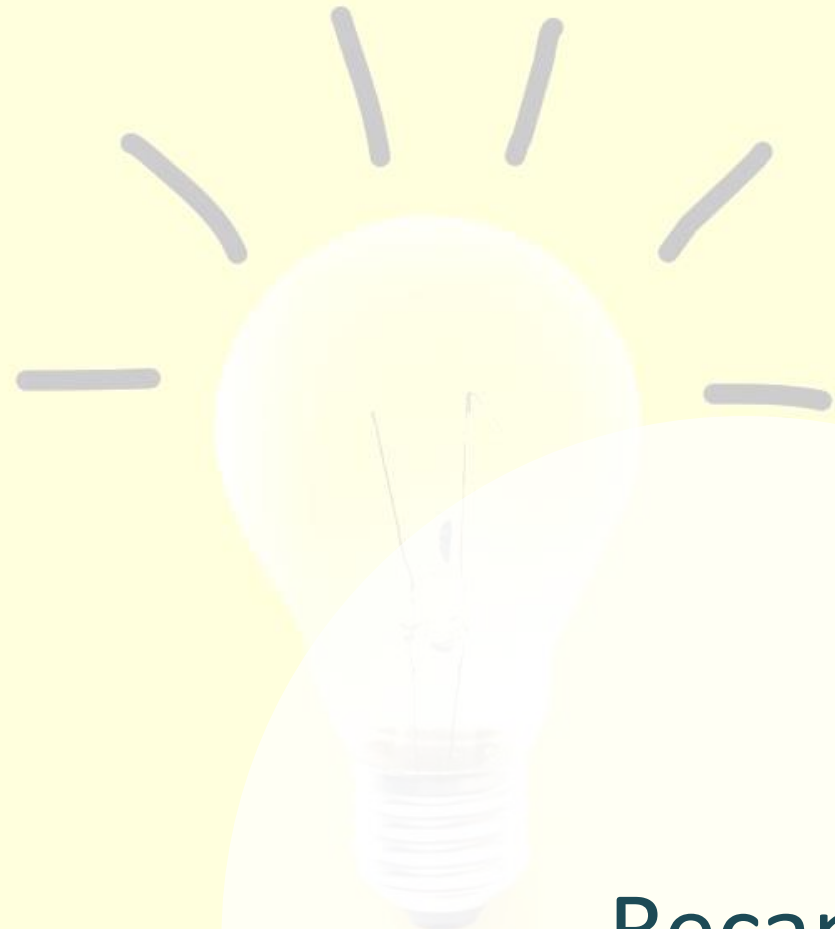
Align with business
strategy



Switch from boss to
coach



Put the right people
in the right jobs



Recap

What will you implement today?



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Let us know through the poll or survey if you'd like a free customized consultation with one of our product specialists.

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QUESTIONS?

