

## Talent Management Technology Health Check

Driving efficiency and effectiveness in people - one of the largest assets and costs in an organization - is critically important to achieving impactful results. Organizations increasingly realize that an integrated approach to workforce and talent management has a tangible return on investment.

Organizations have spent years optimizing business processes to gain efficiencies. Today, workforce optimization is one of few competitive advantages left. Our **Talent Health Check** offering is a consulting engagement that analyzes workforce components and assesses performance against industry best practices to identify potential improvement areas, and how well your organization leverages technologies to enable your workforce to drive results.

This assessment offering addresses the Human Capital STRATEGIC value proposition - that a more engaged and productive workforce will result in improved organizational performance

We analyze 10 workforce components and assess performance against leading practices to identify potential improvement areas:

- Competency and Skills management
- Workforce strategy and planning
- Recruiting and sourcing
- Compensation and rewards
- Leadership Development
- Performance management
- Succession management
- Learning and development
- Social Networks and Collaboration
- Workforce measurement

Click on these items in our **Human Capital Value Proposition** graphic to learn more about our focus in these areas.

These and many other questions are explored to come up with a sense for your level of adoption. We'll make observations of strengths and pain points.

- Where could we reduce costs associated with workforce management?
- How well is the workforce management strategy and services aligned with the corporate strategy? Is our workforce strategy aligned to successfully execute our long term operational strategy?
- Does our workforce have the skills and capabilities needed to drive results today and five-ten years from now?
- Do we have sufficient visibility into what skills our people have and where these skills exist through the organization so that we can deploy our workforce appropriately?
- Are our workforce measures and metrics driving greater performance?
- Are our employees able to find the experts and knowledge they need when they need it?
- Is our leadership team able to manage the current operation while navigating the complexities of changing priorities?
- Where could we do better regarding our workforce management?
- Where are there opportunities for improvement compared to leading practices?