

Talent Management

Executive Development



Our Mission

Talent management forms an integral component of strategic corporate management and provides the main pillar of long-term sustainable success of companies.

We support our clients with the organisation and sustainable establishment of internationally oriented, tailor-made talent management programs in harmony with the strategy, values and culture of a corporation.

Why Talent Management?

- A lack of visibility and knowledge of high potentials and top performers within a company
- Disproportional recruitment of vacant key positions with external candidates
- Discrepancy between the currently available competences of important key positions and the ones required in the future
- A lack of knowledge on the strategic need for successors and the career perspectives within a company
- A loss of know-how due to a high labour turnover of high potentials and top performers
- Talent management as a feature of the entire company development to anchor the aspired corporate and leadership culture
- Talent management to promote diversity

Goals

- Identification, evaluation and promoting of internal and external high potentials and top performers as preparation for medium- and long-term takeovers of key positions at executive and senior management level
- Ensuring of the necessary managers or specialists required for internal succession plans at all levels

Benefits

For our clients

- Systematic identification of purposeful development of required core competences in the future
- Efficient and effective development of employees as well as succession plans including success monitoring
- Expression of appreciation and acknowledgement to increase the motivation and long-term integration of high potentials and top performers within the company
- Objective decision-making for career planning and upcoming succession plans
- Reduction of recruitment costs due to the filling of key positions with internal candidates
- Increasing the attractiveness of the company on the job market

For the participants

- Objective, personal evaluations of potential
- Individual development and career planning
- Networking and learning experience including interdisciplinary exchange of culture and experiences
- Increased sense of responsibility and the awareness of personal future development
- Raising of visibility towards decision-makers in the company

Procedure

Our project procedures are divided into three main phases, in which we take over total or partial responsibility, depending on the client's needs

Current situation

- Comprehensive analysis, namely of corporate and HR strategy, corporate and leadership culture, main stakeholders
- Understanding of the respective goals and expected results of the talent management
- Understanding of existing development methods, processes and instruments as well as the procedure of succession plans
- Compiling a rough concept of talent management in addition to further detailed procedures in the project



Design

- Development foundations (namely development of competence models including descriptions of key roles, talent profiles and critical pathways of succession)
- Compiling of talent management processes which are client-specific as well as detailed sequences
- Support in setting up internal talent management organisations (namely regarding the roles and responsibility)
- Support in planning a communication concept
- Development of the applied methods and instruments in talent management



Implementation

- Preparation, training and coaching of the in-company process or sub-process owner
- Assistance of internal communication on all levels
- Project implementation in close collaboration with the in-company process or sub-process owner
- Measurement of results

Talent Management Program

The following core modules with their processes and instruments will be combined, adapted and adjusted towards the strategic requirements and specific needs of our clients. We thereby guarantee our clients a tailor-made, innovative talent management program using the most modern technology

Identification

- Internal candidates
 - Internal identification and recommendation process
 - Evaluation of potentials
 - Assessment of current performance
- External candidates
 - Partnering the recruitment and preselection at home and abroad

Nomination

- Defining a shortlist of internal and external candidates
- Confirmation by decision-makers of our clients

Evaluation

- Evaluation of potential
 - Individual assessments over one or several days
 - Group assessments over one or several days
- Evaluation of performance
 - 360° feedbacks
- Development planning
 - Individual career planning
 - Agreement on specific development measures

Development

- Individual development
 - Internal and external training resp. further education
 - Individual coaching and mentoring
 - On-the-job training with job rotation and international assignments
 - Project responsibility resp. project work
 - Takeover of a new resp. extended area of responsibility
- Talent Pool
 - Training modules on specific topics for the members of talent management programs
 - Events to foster internal/external networks
- Project work

Succession planning

- Planning
 - Quantitative and qualitative assessment of the demand for qualified managers along the critical succession pathways
- Controlling
 - Active tracking of development progress (e.g. by a study of effectiveness and efficiency)
 - Periodic reassessment of future demand for management resources and verification of the critical succession pathways
 - Adjustments regarding structure and content of the talent management programs
- Promotion
 - Support in the selection of employees from the talent management program for successions of key positions