

# Creating a Talent Management Strategy

**Talent management is a set of people processes, programs and practices that help an organization anticipate its talent requirements and plan to meet them.**

**A Talent Management Strategy** is a guiding document to set priorities regarding opportunities and challenges within the organization, used to enhance the ability to purposefully meet an organization's evolving talent needs while accounting for its operating environment and broader external forces.

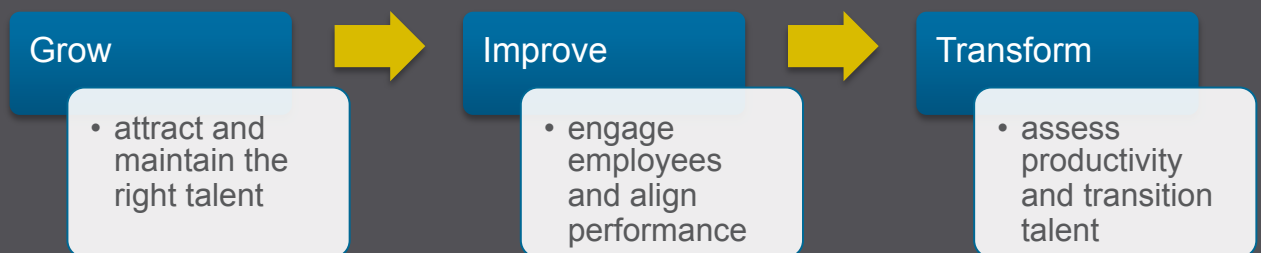
To be successful in its Talent Management Strategy, an organization's people processes, programs and practices must be aligned with its Business Strategy. The Talent Management Strategy is itself a key business strategy – not an HR operational plan.

To this end, the Talent Management Strategy is owned and endorsed by the Senior Leadership team – who all have a role in its successful execution – and enabled by a focused, capable and nimble HR department.

A talent management strategy is not just about succession planning, developing a high potential program or creating individual opportunities for development.

Proactive talent management enables the organization's strategic priorities and helps manage the risks that may inhibit their successful execution.

**Depending on your business objectives, the talent solutions you develop must be specific to the changes your business is anticipating:**



**People drive the value of a business. Aligning your business strategy with a set of people processes, programs and practices will help your organization anticipate talent requirements and plan to meet them.**

## Common HR Strategy Challenges

### Challenge #1: Understand the business strategy

- HR fails to understand the short- and long-term strategy of the business
- HR fails to identify the critical HR capabilities needed to support the business strategy



### Challenge #2: Translate business strategy into a talent strategy

- HR fails to understand the HR success metrics associated with business strategy
- HR fails to identify the connectivity between HR functions and programs



### Challenge #3: Obtain buy-in from the business

- HR lacks the framework to build a compelling business case for their strategies and budget
- HR infrequently communicates the strategic plan to a limited group of stakeholders



### Stage #4: Monitor and adapt talent strategy

- HR lacks the tools to measure the success of the HR talent management plan over time
- HR has no clear framework for adapting the strategy as needed



## Talent Management Planning Solutions

### Stage #1: Gather Information from the business

- Create dialogue to better understand the business strategy and talent implications
- Translate business priorities into supporting HR strategies and capabilities
- Assess current state of HR effectiveness at critical HR capabilities

### Stage #2: Prioritize and define HR strategy

- Prioritize HR initiatives based on business strategy and current HR capability
- Develop an end-to-end integrated plan
- Identify success metrics

### Stage #3: Present strategy to stakeholders

- Gain Executive approval for strategic investments
- Customize HR communications plan for varied stakeholders

### Challenge #4: Adapt strategy as business conditions change

- Measure and report progress toward talent goals
- Adapt HR strategy as business conditions change

## How can we help?

Our Human Resources services bring your organization highly skilled and experienced consultants with a proven track record of success. To discuss how we can help develop a Talent Management Strategy that will enable your organization's strategic priorities, contact our HR team today..

The foundation of a successful talent management planning process is the alignment with business strategic planning. Data from HR should inform business strategy, which in turn, should inform the talent strategy and drive HR's operating plan.

## ACHIEVE YOUR POTENTIAL

CONTACT US



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