

Talent Management

Identifying, developing, and retaining talent for the future

TALENT SHAPES AN ORGANIZATION’S VISION, brings it to fruition, and aligns it with customers. While this belief forms the foundation for building a talent mindset, creating and implementing an effective talent management strategy remains a challenge for organizations.

A strong talent strategy is a priority for organizations looking to create an enduring competitive advantage. To be successful, this strategy must align to business strategy and create consistency in how talent is identified, developed, promoted, and retained. At Carlson Group, we help clients at both strategic and operational levels to prepare their organization for future success.

Building Strategic Talent Management

Using our strategic Talent Management Framework as a guide, we partner with you to complete and present a current-state assessment of your organization’s talent management strategy.



Moving from Succession Planning to Strategic Talent Management

Using results from a strategic talent management assessment or data from your current processes, we provide an external perspective to help you define gaps and recommended enhancement alternatives. We focus on:

- Aligning talent planning to business strategy
- Developing common language to create consistency across the organization
- Establishing talent governance to ensure accountability and action
- Using metrics, data, and analysis to inform sound decision-making and execution
- Targeting development initiatives to build appropriate readiness levels

Talent Development and Retention

We use our experience in designing and developing targeted talent development initiatives to help clients structure and deliver programs that build readiness levels. These services include:

- Individual assessment-based development using feedback and coaching to jump-start transitions and/or drive development planning
 - Comprehensive in-person interviews (leader, peers, direct reports) to identify strengths, development opportunities, performance, and potential
 - Multi-rater assessments to support development in current roles and/or accelerate advancement readiness

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- Customized development initiatives
 - Broaden business knowledge/perspective at a strategic level
 - Build internal networks
 - Advance forward-looking business leadership skills
- Facilitation of formal talent reviews
 - Provide appropriate structure and focus to formal talent discussions to ensure rich dialogue, agreement on talent potential and succession, development priorities, and ownership for execution
- Executive coaching
 - Future-focused, results-oriented partnerships centered on self-discovery, commitment to action, and accountability

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