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Simple talent management practices to shape your business in 2019

Where should your talent management focus be in 2019?

LET'S TALK TALENT

How should you be prioritising your time, resources and budget?

Well... here, using the latest findings from our Let's Talk Talent diagnostic survey, we share 10 simple areas of focus to help shape your business in 2019 so we can all help to make work less ordinary.

Culture and change management

Focus 1

Define what your business exists to achieve



“ We define and communicate our company vision

75% Confident

Focus 2

Provide new starters with the very best joining experience

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The first 100 days for our new recruits could not be a better experience

50% Not confident



Focus 3

Convey your EVP throughout the hiring process

50% Not confident

“

Our EVP flows through our hiring process



Organisational design

Focus 4

Identify and develop your next generation of leaders



“

We have processes in place to engage our future leaders

39% Confident

Focus 5

Develop and communicate an HR strategy that's aligned to business ambitions

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Our HR strategy is clear and effective, I'm confident we've got it right

43% Unsure



Focus 6

Understand the right structure and scale for the future goals of your business

46% Unsure

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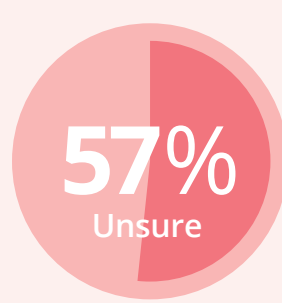
The structure of our business is perfect for achieving our future goals



Talent management

Focus 7

Expand the performance capability of managers and leaders



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Our hi-potentials feel confident and positive about their longer-term opportunities with our business



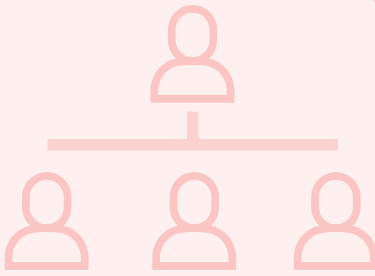
Focus 8

Map the opportunities for your employees within your business

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Our employees know what their next career options could be

46% Unsure



Focus 9

Determine the right mix of individuals from new entrants to executives

61% Unsure

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We have the right people in the right roles across our business



Focus 10 Take time out

Create the space to step back from your day to day activities and look at areas of talent management you want to focus on



Want to see how you can further enhance your Talent Management strategy for 2019?

Why not start by taking our Let's Talk Talent free diagnostic survey for HR leaders available at <https://letstalktalent.co.uk/> and receive your own personal report.

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