



How to Win The war for Talent.

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2010

Agenda.

- ❑ CONTEXT.
- ❑ WHAT IS TALENT MANAGEMENT(TM)?
- ❑ WHY TALENT MANAGEMNT IS SO IMPORTANT?
- ❑ HOW TO MEASURE THE SUCCESS OF YOUR TALENT MANAGEMENT?
- ❑ WHAT ATTRACT TALENTS?
- ❑ HOW TO MANAGE TALENTS?
- ❑ CONSLUSION.

context.

A survey conducted by Manpower in 2009 with 39.000 employers across 33 countries and territories around the world reveals that :

“30% of employers worldwide are having difficulty filling positions due to the lack of suitable talents available in their markets”

context.

Another survey was also conducted by Mac Kinsey in 2000 with 6.900 Managers including 4,500 senior managers and corporate officers at 56 large and midsize US companies found that :

“89% of those surveyed (in 1997) thought it is more difficult to attract talented people now than it was three years ago, and 90 % thought it is now more difficult to retain them.

Just 7 % of the survey’s respondents strongly agreed that their companies had enough talented managers to pursue all or most promising business opportunities.”

context.

The massive layoffs conducted by companies last year due to the economic downturn led to two big impacts :

1-Dramatic decrease of employees loyalty.
and

2-Delay of retirement date by a significant number of aged people



What is Talent Management (TM)?

A formal process

OF

Attracting, Developing, Engaging, Retaining, Renewing

Sufficient number of skilled people

TO

Achieve goals and sustain growth.



WHY IT IS SO IMPORTANT TO MANAGE TALENT?

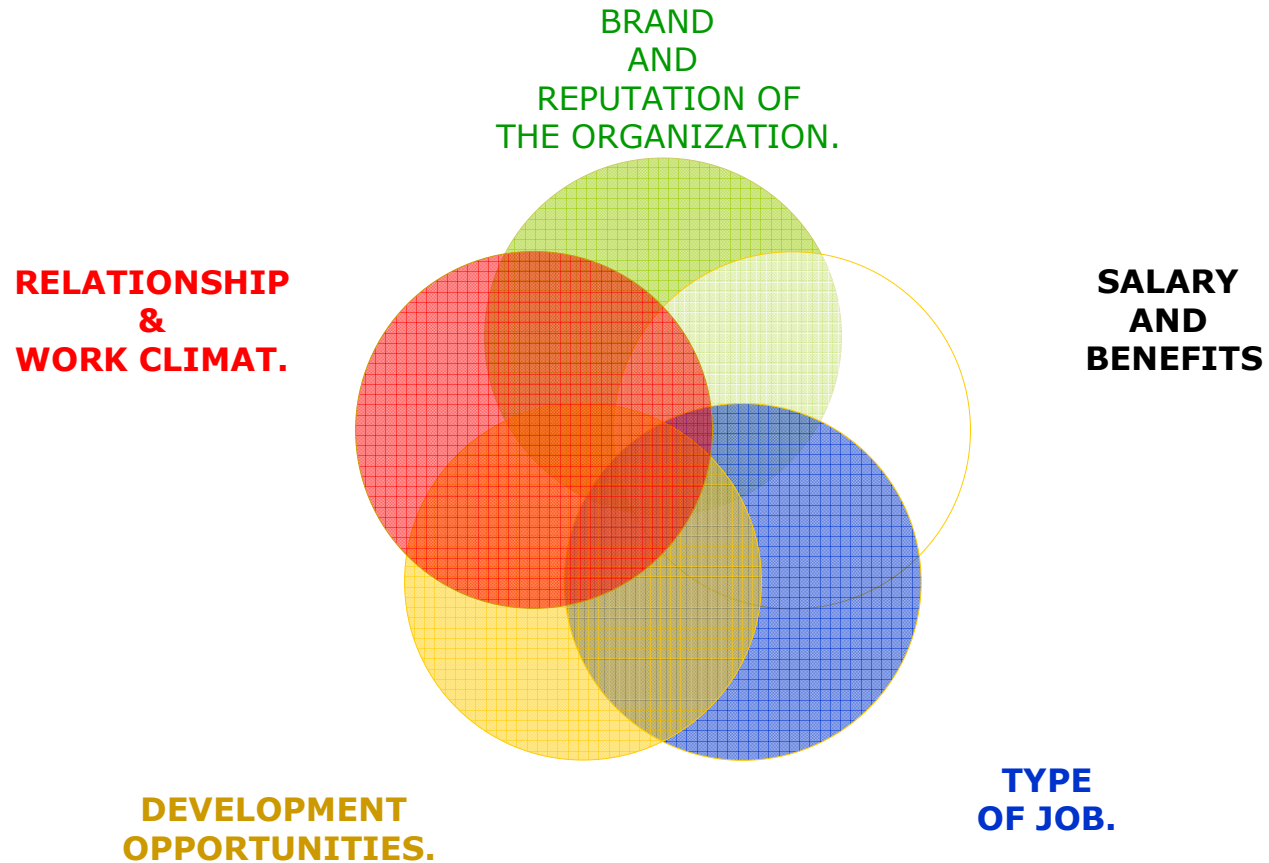
- To do more with less.
- To innovate and increase value.
- To expand and sustain growth.



HOW TO MEASURE THE SUCCESS OF YOUR TM?

objectives	KPI
CAPACITY TO ATTRACT	<ul style="list-style-type: none"> -TIME TO Hire (TO FILL A POSITION) -NUMBER OF RESPONSES TO JOB OFFERS. -NUMBER OF JOB DEMANDS.
CAPACITY TO DEVELOPP	<ul style="list-style-type: none"> -NUMBER OF TRAINING PER PERSON. -%OF INTERNAL PROMOTIONS/EXTERNAL HIRING. -number of positions filled internally.
CAPACITY TO RETAIN	<ul style="list-style-type: none"> -TURN-OVER OF SKILLED PEOPLE. -LEVEL OF EMPLOYEES SATISCACTION. -LEVEL OF EMPLOYEES COMITTEMENT.
CAPACITY TO SUCESSION	<ul style="list-style-type: none"> -NUMBER OF INTERNAL PROMOTIONS PER YEAR. -% OF PEOPLE OVER 60 YEARS OLD .
EFFECTIVNESS	<ul style="list-style-type: none"> -NUMBER OF POSITIONS NOT FILLED. -COST OF DELAYING(CANCELLING) PROJECTS FOR LACK OF TALENTS. -TURNOVER COSTS. -TALENT REPLACEMENT COSTS. -Cost to Hire.

WHAT ATTRACT TALENTS?



WHAT ATTRACT TALENTS?

CAPABILITIES	FACTORS.
CAPACITY TO ATTRACT	1-REPUTATION & BRAND OF THE ORGANIZATION. 2-SALARY & BENEFITS. 3-TYPE OF JOB.
CAPACITY TO RETAIN	1-RELATIONS WITH SUPERVISORS AND PEERS. 2-WORK CLIMAT 3-DEVELOPPEMENT OPPORTUNITIES. 4- AVAILABILITY OF RESOURCES AND JOB TOOLS. 5-MANAGEMENT RECOGNITION & SUPPORT.

HOW TO SET A TALENT MANAGEMENT SYSTEME?

	STEPS.	Top MANAGER	HR MANAGER	TALENT MANAGER	LINE MANAGER
1	Recognize the challenge of talents supply	+	+	+	+
2	Define your Talent Management policy	+	+		
3	Appoint a Talent manager	+	+		
4	Understand your corporate strategy			+	
5	Clarify your TM strategy		+	+	+
6	Design your TM procedure			+	
7	Define your currents & future needs		+	+	+
8	Define your ideal profiles for each position		+	+	+
9	Assess your talent gap		+	+	+
10	Create and validate your action plan.		+	+	+



HOW TO SET A TALENT MANAGEMENT SYSTEME?

	STEPS.	Top M	HR M	Talent M	LINE M
11	Set a multi channel capturing system			+	
12	Set a comprehensive development plan		+	+	+
13	Align your compensation system with your TM strategy		+	+	
14	Conduct regular satisfaction and commitment surveys			+	+
15	Design and Implement a formal succession plan .	+	+	+	+
16	Strength your internal brand	+	+	+	+
17	Leverage technology to streamline processes.			+	
18	Communicate ,implement, improve your TM activities.			+	
19	Calculate business impact of your Talent management.		+	+	
20	Update your TM strategy.		+	+	

CONCLUSION.

« we can't take a credit for our talents, it's how we use it that counts »

MADELEINE L'ENGLE.



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