



Talent Strategy

Does your talent strategy support the business?

Does your employee experience enable higher delivery and productivity?

Do you have a clear strategy and plan to attract, develop, engage and retain employees?

Overview

Few fields in Human Resources have received as much attention as the field and discipline of Talent Management. In recent years the role of Talent Manager has become a much sought after role and title in many HR organisations.

The Talent Strategy is a key building block and enabler in organisations that are thinking critically of the success of the organisation, and its dependence on the right people to deliver on the strategy. Many studies have shown that the ability to attract key skills is a strategic business imperative, not only for HR Executives but for CEOs and other Executive leaders alike.

83% of employers believe attracting and retaining talent is a growing challenge
- Allegis Group

With the advent of the fourth industrial revolution companies are seeking to employ staff that will enable a smooth transition to this new way of doing business.

Delivering on this mandate requires a well thought through strategy to attract, develop, engage and retain the right employees. Africa People Advisory Group's approach to Talent Strategy development is informed by global studies and thought leadership in this field.

“ Train people well enough so they can leave. Treat them well enough so they don't have to. - Sir Richard Branson ”

Business value gained through the solution

- Without a clear Talent Strategy in place organisations will be hampered in their efforts to deliver the organisational strategies into the future, as employee preference and demand becomes key issues to contend with in the war for talent.
- Through creating the right value proposition for employees and prospective employees, the organisation is able to build a sustainable flow of talent to deliver results.
- A robust Talent Strategy will place a strong emphasis on the right skills to plan for into the future.

Solution features

- A methodology informed by global thought leadership and adapted for local conditions.
- A robust and highly inclusive process of engagement with key stakeholders to inform a design relevant to the organisation, industry and country.
- A holistic strategy that covers all aspects of the employee life cycle, including Attraction, Development, Engagement and Retention.
- Highly engaging methodology with various checks and balances.
- Analysis of key metrics to provide quantitative as well as qualitative insights.

Process overview

- The process kicks off with obtaining all company specific information that could inform the project and future design.
- A detailed review of the business strategy to understand the fit of the Talent Strategy that needs to support delivery of the organisational strategy.
- Engagement with multiple stakeholders across the organisation in various forms.
- Once the analysis is concluded the design principles are agreed with key stakeholders.
- The Talent Management strategy is then framed and developed in a draft format for engagement.
- Critical to success is the engagement of stakeholders for review and refinement.
- Post review the final strategy is designed, including all tools and process (if contracted).
- The penultimate process step involves the development of a roll out plan.
- Hand over for implementation.

The overall process can take between 10 - 16 weeks.

Speak to a
consultant:

info@africapeopleadvisory.com