

Agile Talent Management

Agile



Attuned to the changing employment marketplace (industry-specific) and how that will impact talent imperatives and are able to stay on top of it effectively

Vigilant on maintaining up-to-date competencies and what will drive people's success and align with changing market needs

Don't allow rigid processes to get in the way of progress

Open to creative and unique approaches to getting-growing-and keeping top talent

Appreciate what is changing in the "new normal" and be able to adjust accordingly

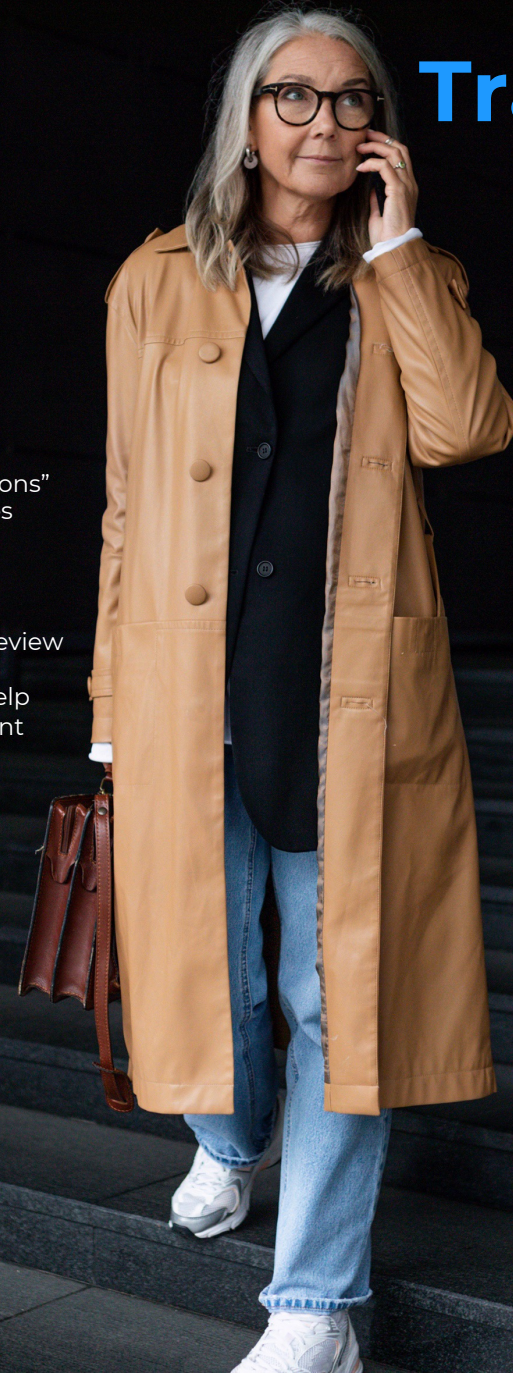
Understand what it will take to get-grow & keep great talent without adopting an overwhelming administrative burden

Understand and able to quickly tap into creative talent acquisition sources

Invest in automated systems to enable agile decision-making and actions

Transparently align performance management & rewards with talent strategy

Traditional



Focus on "Job Descriptions" rather than what defines success in a role

Don't leverage Talent Review and Performance Management data to help drive talent management decision making

Do things because "it's the way we've always done it..."

Allow compensation administration to drive people, performance and talent strategy decisions

Focus on "reactionary replacement planning rather than proactive talent review and workforce planning

React rather than stay proactive and tuned into talent needs and priorities

Tend to rely on outdated analytics and doggedly comply with "legacy" HR Policies and Procedures

Leaders begrudgingly comply with the process and don't feel accountable for being engaged and making it work