



Building Success with Your Talent Management System

**Presented by Lisa Holden Rovers
for
Clients of enCompassing Visions**

What are you currently doing?

- What success have you experienced with implementing enCompassing Visions?
- What challenges have you faced?

Top 3 Challenges

- Stakeholder buy-in
- Skilled and informed Managers
- Proof of Value

Impact on your Talent Management System

- **You aren't using it to the fullest capacity** because your key stakeholders haven't fully bought into the process or don't see it as a key priority
- **Managers are struggling to facilitate performance feedback** – neither they or employees are seeing the added value in the process
- **You haven't been able to demonstrate value for the system**, and senior management is questioning its effectiveness
- **You know this can and will work**, and you want to use the system to its full capacity

What Falls through the Cracks?



The Performance Consultant Approach

- **Get very, very clear on what is important to your stakeholders**
 - What keeps them up at night?
 - What are their important goals?
 - What is the gap between desired performance and current performance?
 - Turnover
 - Retention of high performers
 - Data on specific company goals and objectives
 - Operational efficiency
 - Other ...

The Performance Consultant Approach

- **Identify causes of performance gaps of issues important to stakeholders**
 - What could be causing those gaps? How do you know?
 - How does the talent management system help close those gaps?
 - How can you present this information in language stakeholders will understand?

The Performance Consultant Approach

- **Create an implementation plan that addresses:**
 - What is the next phase of the talent management project?
 - What are the specific results based objectives?
 - How will you manage this next phase?
 - How will you help the organization adapt to changes?
 - Train and coach managers and employees
 - Involve and communicate with stakeholders
 - How will you evaluate results?

The Performance Consultant Approach

- **Develop an evaluation plan:**

- What qualitative data can you obtain that identifies successes?
 - Feedback from managers and employees
 - Identification of Success Cases / Stories
- What quantitative data can you obtain that identifies successes?
 - Retention data
 - Employee Survey data
 - Business results
 - Other?
- What is the cost/benefit? ROI? How does/did this help close the performance gaps?

What Can You Do Now?

- **3 Strategies to get started now**

- Identify your current successes and communicate those
- Identify what may have been missed from the Performance Consultant Approach
 - What can you do to close this gap now?
- Identify how to involve/support stakeholders
 - What do they need from you? Tune into “WII-FM”

Questions?





THANK YOU!

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