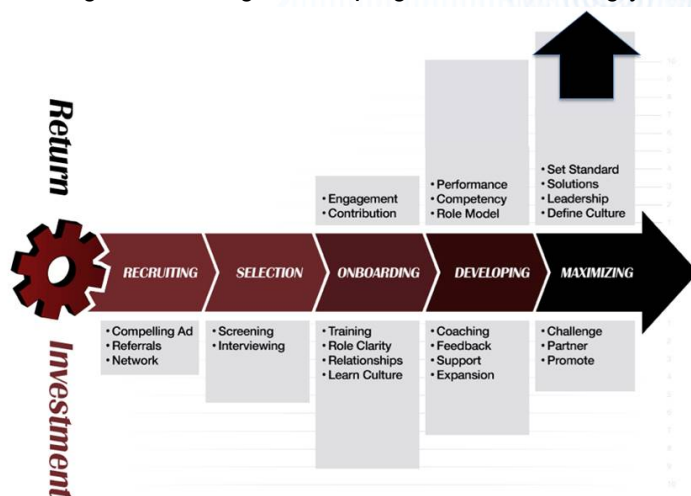


Building a Talent Pipeline

Bridging the gap between talent today and the business goals of tomorrow

It has been said the people in your business are your greatest asset. That may be true at a particular moment; however, for the long-term success of your business, your greatest asset is your ability to recruit, hire, and develop talent. This workshop will take us through each stage of the talent process including recruiting, selecting, onboarding, developing, and maximizing your talent.



Outcomes – Participants will gain the foundational abilities to do the following:

- Gain an objective look at your current talent as it relates to your business needs
- Perform gap analysis on the talent throughout your organization with respect to the competitive landscape and growth opportunities for the business
- Develop a game plan for filling the talent gaps to secure consistent growth and reduce speed to competency
- Execute the talent pipeline philosophy so that recruiting, hiring, and developing talent becomes a consistent process driven by opportunity, not vacancies
- Learn new ways to implement the performance review process so it is consistent and effective at improving performance and causing individual choices
- Lay the foundation for a strong, consistent development process within teams and functions

Who Should Attend

- Mid and senior level leaders throughout the business; HR and recruiting staff

Length

- Building a Talent Pipeline is a two day workshop. During the first day, participants will focus on talent selection efforts and evaluate the business needs against the current talent recruitment process. On the second day, the focus shifts to talent development to ensure the people you hire reach the potential you hired them for.