

THE WEBINAR WILL BE STARTING SHORTLY



DISRUPTIVE HR

#BetterNormal: Talent Management



DISRUPTIVE HR

#BetterNormal: Talent Management



WHAT WE'LL COVER

- What's wrong with traditional Talent Management
- New approaches to Talent Management
- Customising your approach
- An alternative to competency frameworks
- The new role of HR in Talent Management



EACH
EMPLOYEES
ADULT CONSUMER HUMAN

TRADITIONAL APPROACHES TO TALENT MANAGEMENT

DEFINING PERFECTION
e.g: the competency matrix

PLANNING CAREERS
e.g: career paths and succession plans

CATEGORISING TALENT
e.g: the 9 box grid

CREATING THE ELITE
e.g: high-potential programmes

TRADITIONAL APPROACHES TO TALENT MANAGEMENT

PERFECTION DOESN'T
EXIST

CAREER PLANNING
MAKES LESS SENSE

OUR ABILITY TO
CATEGORISE IS
FLAWED

ELITE PROGRAMMES
DON'T WORK

NEW APPROACHES TO TALENT MANAGEMENT

IDENTIFYING OUTPUTS

FOCUS ON THE
MAJORITY

PROCESS-LITE
AND AGILE

EMPLOYEE OWNED

IDENTIFYING OUTPUTS



LEADERSHIP OUTPUTS



1. Coach your team
2. Show appreciation
3. Lead with trust

FOCUS ON THE MAJORITY

Johnson & Johnson



Nestlé



STAY INTERVIEWS AT LINKEDIN



“You’re on our radar” - they’re getting noticed

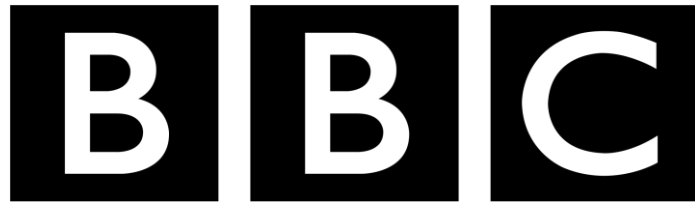
“Thank you” - you’re grateful

“You’re critical to us” – they’re important

“My door’s open” – you’re always available

“Tell me why LinkedIn” – what keeps them here and what would make them leave.

PROCESS-LITE AND AGILE



EMPLOYEE-OWNED

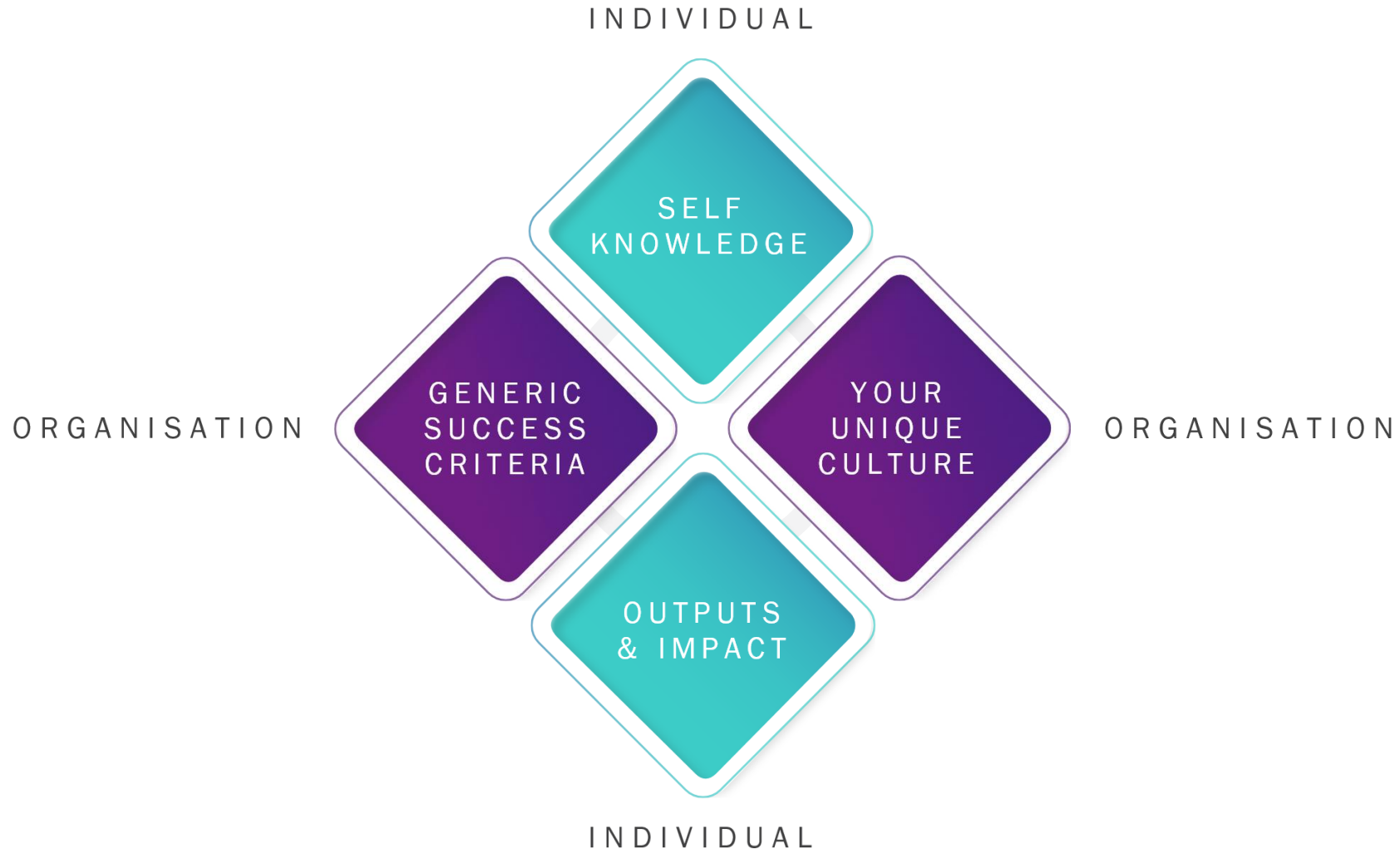


CUSTOMISING TALENT MANAGEMENT



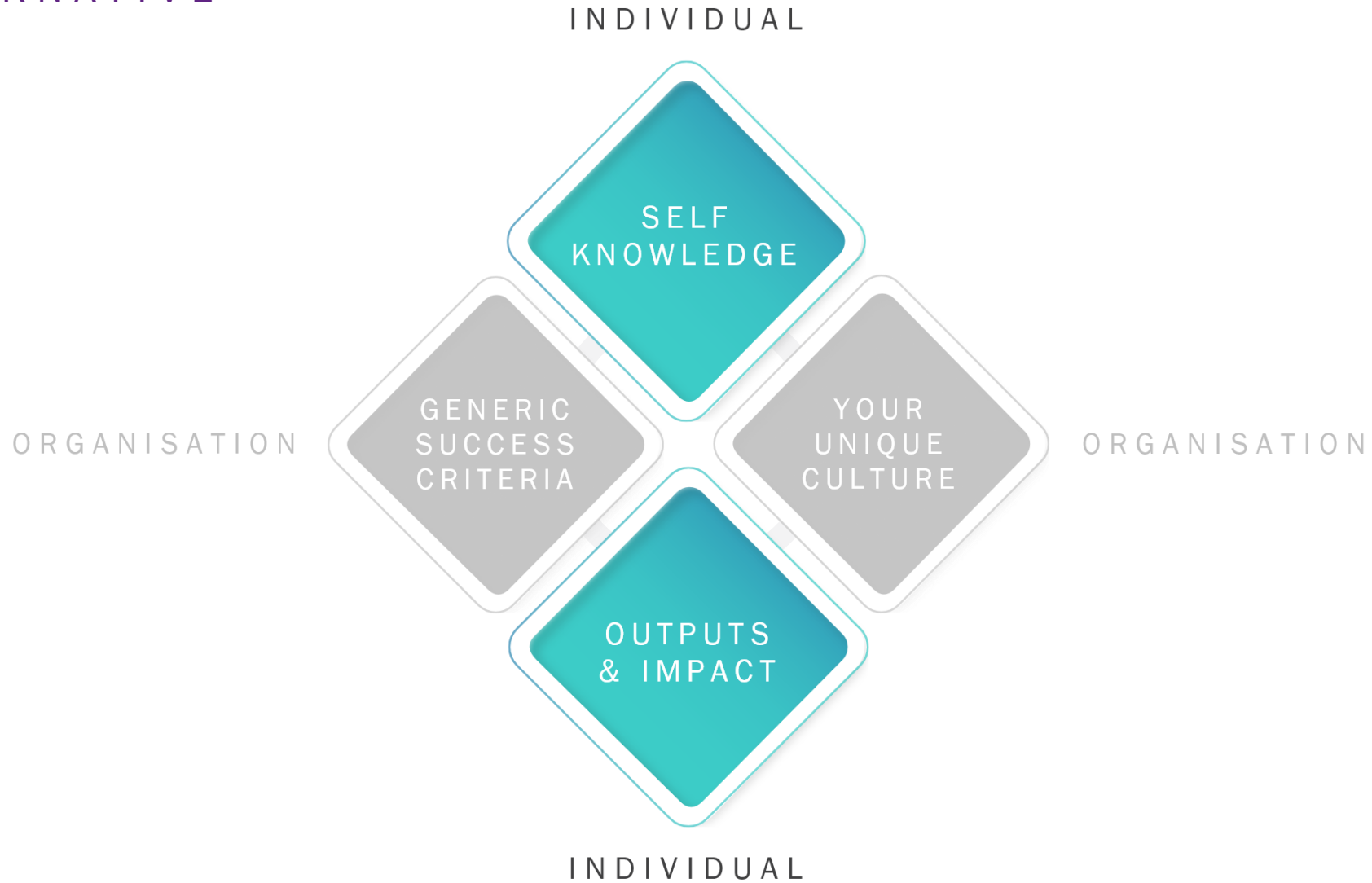
THE LEADERSHIP COMPETENCY FRAMEWORK

THE ALTERNATIVE



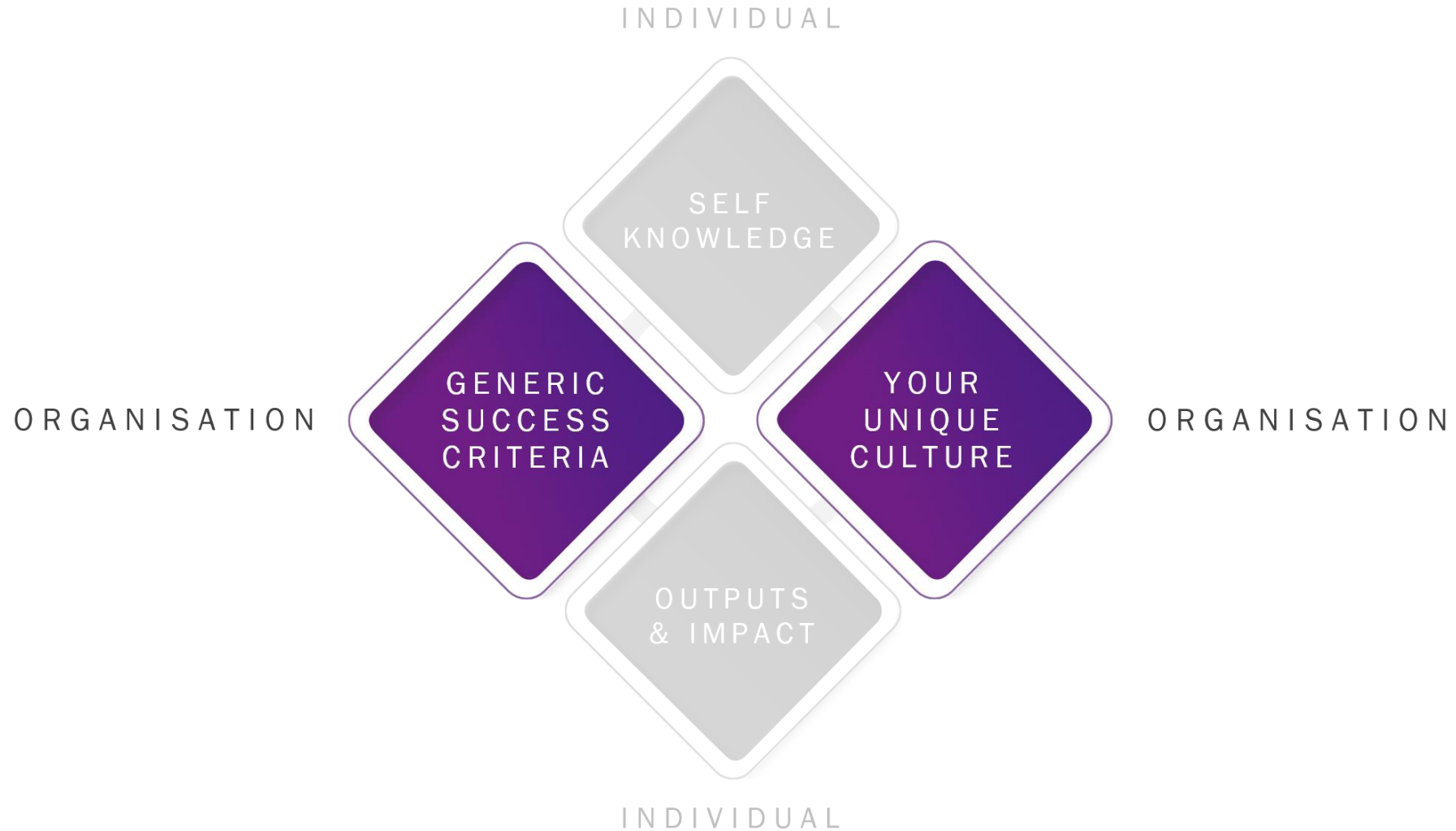
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THE LEADERSHIP COMPETENCY FRAMEWORK

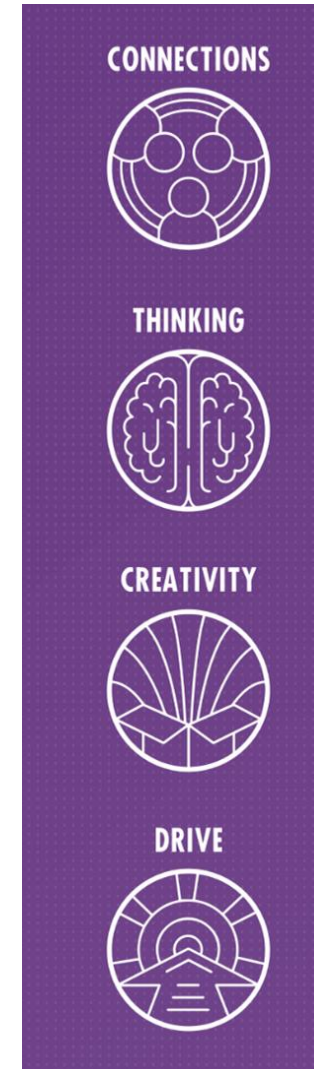
THE ALTERNATIVE



GENERIC SUCCESS CRITERIA

Red Bull have 4 generic success criteria that they apply to ALL roles – not just leadership.

They use this in their selection, promotion and succession activities





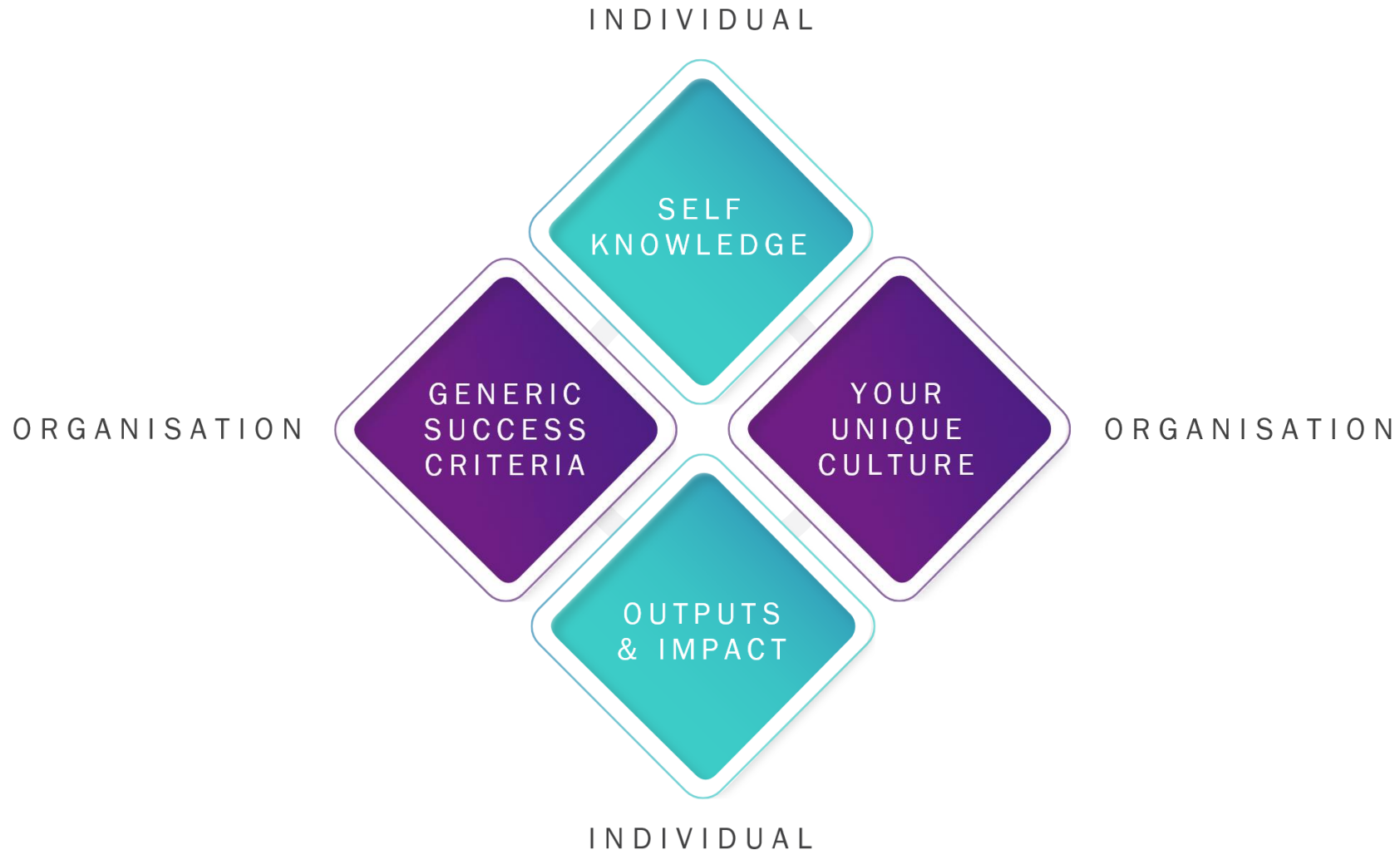
trust

optimism

empathy

THE LEADERSHIP COMPETENCY FRAMEWORK

THE ALTERNATIVE



ADULT

HR..

- ENCOURAGES EMPLOYEES TO OWN THEIR OWN CAREER DEVELOPMENT
- CREATES USER-FRIENDLY TOOLKITS TO ENABLE EMPLOYEES MANAGE THEIR CAREERS
- AVOIDS THE COMPETENCY FRAMEWORK TO DEFINE THE PERFECT LEADER
- ENSURES TALENT IS NOT ALL ABOUT HI-PO'S OR THE WORST PERFORMING

CONSUMER

HR..

- CREATES INSIGHTS INTO EMPLOYEES' MOTIVATIONS FOR CAREER DEVELOPMENT
- PROVIDES DIFFERENT APPROACHES TO TM BASED ON DIFFERENT LEADERS' STYLES

HUMAN

HR..

- AVOIDS PROCESS-HEAVY TM
- CREATES OPPORTUNITIES FOR LEADERS TO HAVE TALENT CONVERSATIONS WITHOUT THE PAPERWORK AND ASSESSMENTS
- FOCUSES ON THE CONVERSATION AND
- COACHES MANAGERS TO HAVE THEM

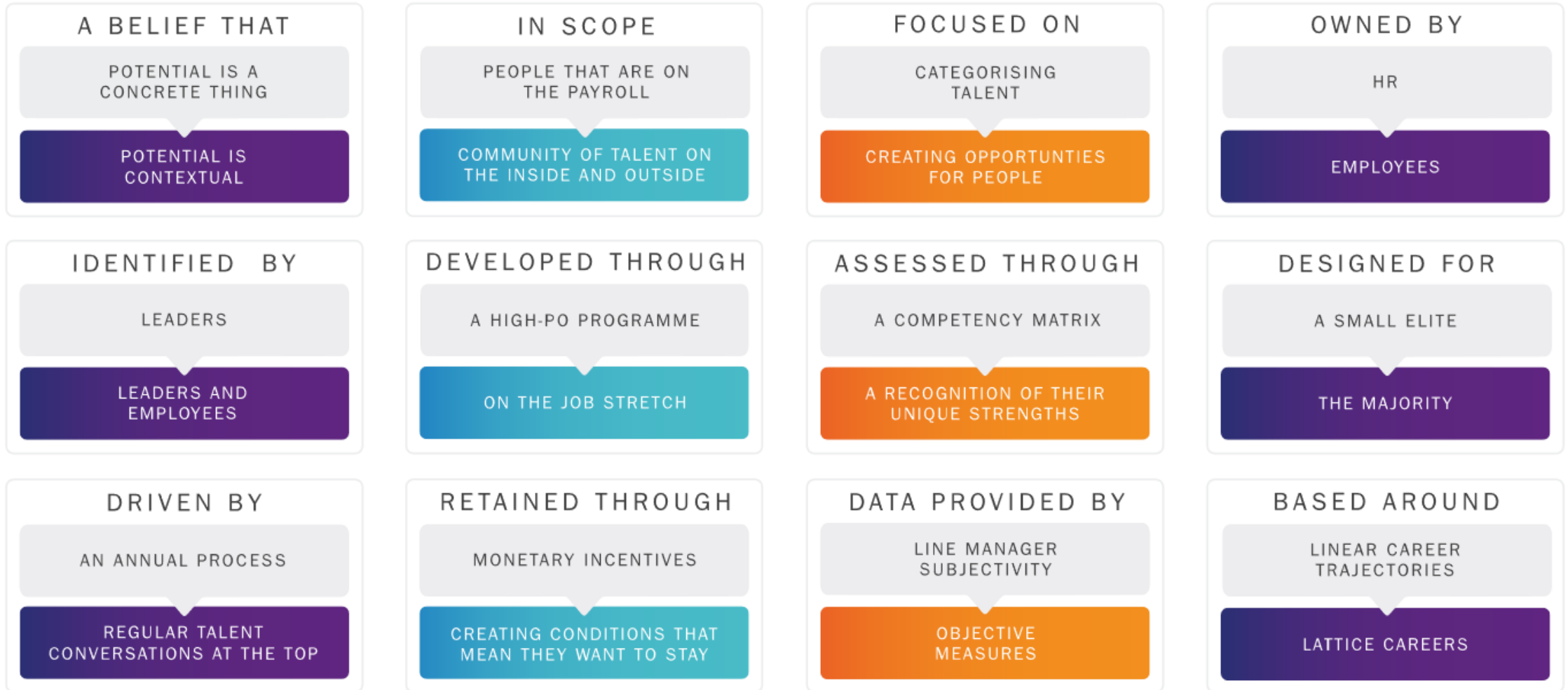


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New for 2021

**#1: New Approaches to the Workplace
14th Jan**

OLD VS NEW TALENT MANAGEMENT



ANY QUESTIONS?



THANK YOU AND GOOD LUCK!

www.disruptivehr.com