

Talent Management

case
studies



A systematic and integrated approach to attracting and retaining talent



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Example assignment



Designing and implementing a talent management system capable of identifying and retaining good quality employees

A major international accountancy firm had unsuccessfully attempted, in its many UK offices, to identify and manage talent. The impact of this was that good people were leaving after building up a reservoir of experience and taking their valuable skills with them. In addition internal candidates were filling only a small number of the most senior vacancies.

We were asked to work with them to help put in place a process that worked.

The first thing we did was to review the existing processes and definitions. We then engaged with some of the key stakeholders to identify the issues and gain an understanding of what a successful process would look like. From this, we developed a consistent definition of talent for the whole Firm and a clear process for identification and review of talent that fitted in with existing processes and timeframes.

The next challenge was to ensure a successful implementation. To help with this, we designed and ran workshops for the HR team to enhance their capability in this area and ensure they had the skills and knowledge needed to support the line with the process. Next, we ran workshops for the line managers to give them the knowledge to be able to accurately and consistently rate their people and a chance to use the tools before they went live. We also built in the opportunity to practice challenging each other's ratings and having evidence based discussions.

The process has now gone live and the first review is to take place at the end of the year.

The next step

If you would like to know more about how we can help you use Talent Management please contact us

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