



unlocking
potential

define

assess

develop

manage

your leadership talent

talent management.

as part of OIM's integrated leadership talent offering

How do you attract, retain, develop and deploy the appropriate talent to support your business strategy?

Managers worldwide are grappling with this question and are increasingly realising the importance of proper talent management. However, creating a talent approach that is aligned with all areas of business and HR processes in particular is no easy task.

OIM recognises this challenge. Therefore we help organisations to design an integrated strategy – supported by a talent model, processes and implementation tools – to address all key talent areas and build sustainability.

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A comprehensive strategy & implementation model for sustainable talent management

OUR OFFERING

OIM's offering consists off process design and implementation tools to:

> Define critical performance areas and talent pools per level of work

Know what you should manage.

> Define the competencies required per job level to enable success

Understand which skills, knowledge, attributes and attitudes are needed to optimise performance.

> Assess the performance, behaviour and potential of your talent

Use your competency framework to evaluate current and future potential. The possible battery of tests includes personality, cognition and capability assessments while the results help inform your talent strategy.

> Establish a comprehensive talent grid

Map the potential and performance of your organisation's talent on a nine-box grid. This is done at individual, job and business unit levels to offer an in-depth view of your available talent.

> Develop a complete talent management strategy

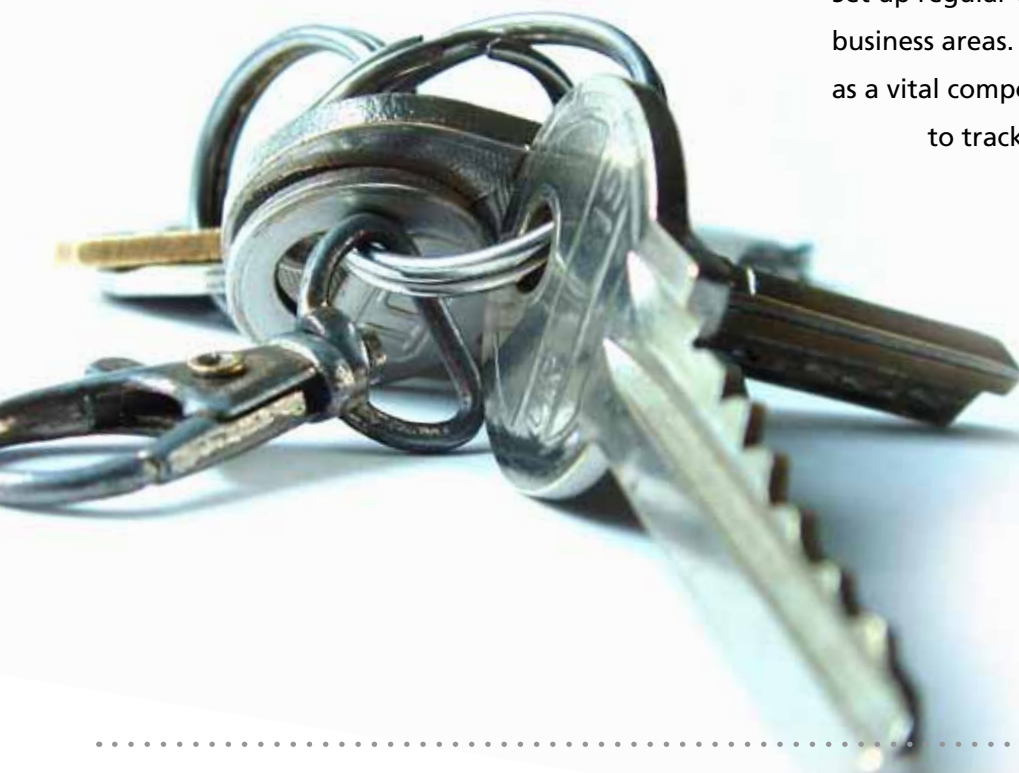
Using your business strategy as a departure point, design a comprehensive talent strategy for each section of the talent grid, along with action plans in critical areas such as learning and development, recruitment and selection, career pathing and succession, retention, reward and recognition.

> Design and structure regular talent reviews

Set up regular talent review meetings in different business areas. Talent reviews are widely recognised as a vital component of proper talent management to track the performance, development and deployment of key talent.

> Build internal capacity to sustain the model

Set up talent committees in all business areas and provide training for the model, processes and application of tools.





> Key business benefits

- Own a sound talent management strategy that addresses all critical talent components, is aligned to your business strategy and integrated with HR practices.
- Understand the critical performance areas, talent pools and available leadership pipeline in your organisation.
- Develop your talent in an informed, focused and integrated way.
- Keep up to date with progress through regular talent reviews that map your business needs with the capacity, potential and development plans of employees, both at business unit and organisational levels.
- Build sustainable leadership depth in your organisation along with a solid employee value proposition to attract, retain and deploy suitable talent.

> Tools and methodology

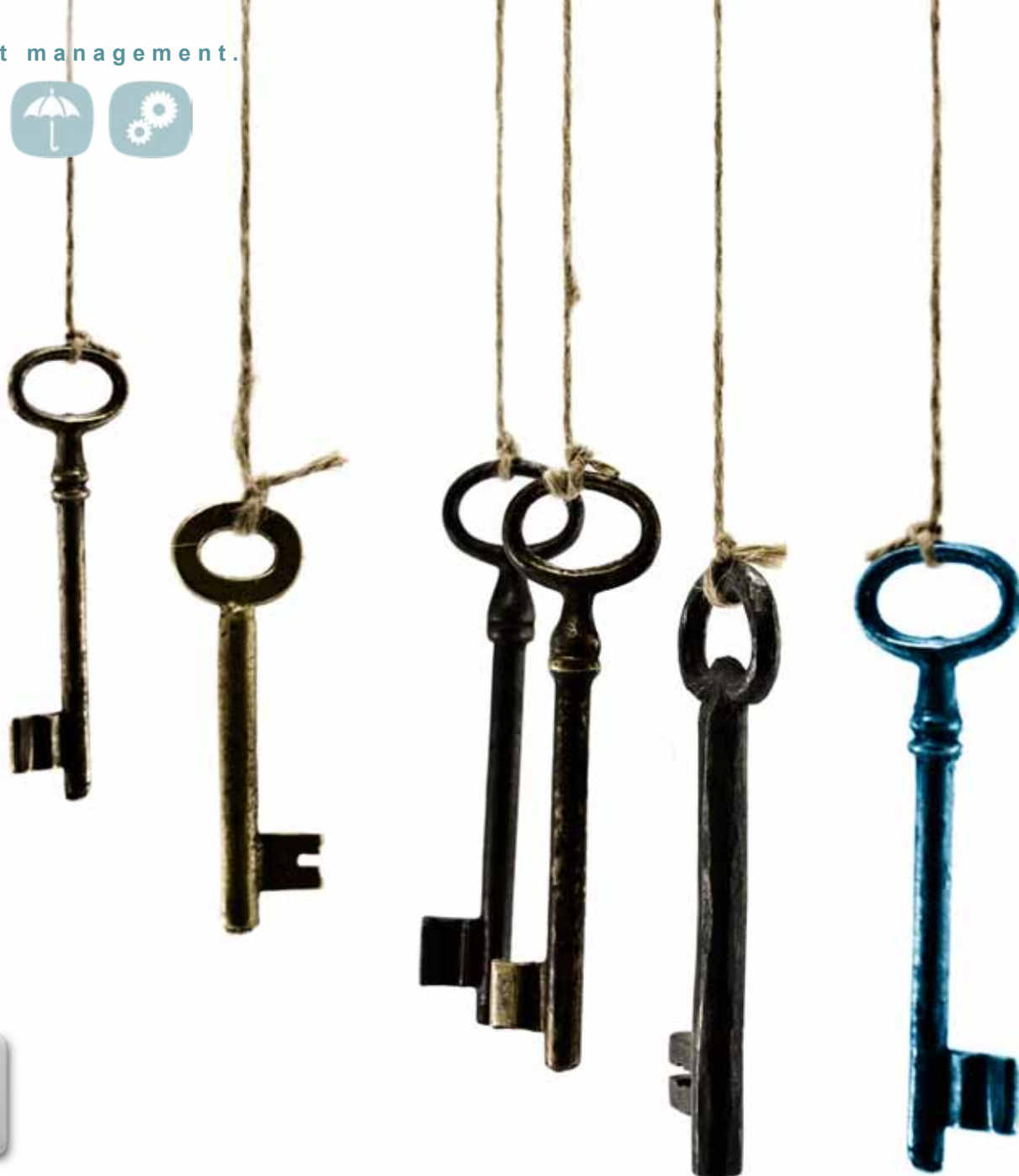
We use a range of leading tools to help facilitate the process, including:

- Saville's Wave Professional Styles and Swift Analysis Aptitude.
- The Career Path Appreciation (CPA) tool by Bioss.
- SHL's Occupational Personality Questionnaire (OPQ) and various ability assessments.

- The widely recognised nine-box grid theory for the talent grid design.
- The Elliott Jacques methodology for defining the leadership pipeline.

We provide clients with advice about the most suitable tools to meet their needs.





THE OIM DIFFERENCE

- We offer a comprehensive, integrated model that is aligned to business strategy and HR practices.
- We are not in the business of consultant dependency. OIM builds internal capacity to sustain the model through training, supporting processes and implementation tools.
- We offer a range of market-leading and internationally benchmarked tools to help design the solution.
- OIM's leadership talent team comprises registered industrial psychologists and organisational

development practitioners with an average of 17 years' experience in leadership, talent and team development among them.

- Clients benefit from OIM's expertise in other specialist areas of people management, organisational improvement and operational optimisation.
- Over the past 27 years OIM has built a proven track record. We have designed business performance solutions for numerous South African blue-chip companies and managed assignments in Europe, Australia, the USA and other African countries.