

Benefts of talent management

Businesses become employers of choice and attract talent organically by making their brand a central component of their talent strateg

Continuous strengthsbased coaching helps full potential, thereby increasing efciency

employees develop skills and reach their

> SANJAYB TALENT MANAGEMENT

The talent management model

Create succession plans that allow employees to advance their careers when openings become available

Does

What behavior have we observed? What can we imagine them doing?

ADP recognizes these pillars of a successful talent strategy:

See an example

What are their wants, needs, hopes, and dreams? What other thoughts might influence their behavior?

What is the talent management process?

Use analysis tools, prescreening questionnaires, skills tests and interviews to narrow the list of candidates and make an offer

Keep teams connected and focused with engagement tools that help identify potential retention risks and retain top performers.

What are some components of talent management?

Align talent goals with larger business objectives

Fulfll employee expectations and deliver on hiring promise

Feels

What are their fears, frustrations, and anxieties? What other feelings might influence their behavior?



