



Talent Management Programme

Business Driver

According to the Veredus Executive Resourcing Survey in 2006:-

- 90% of organisations worldwide see succession and talent management as a top priority
- 38% see leadership instability as a serious problem

Similarly, the CIPD survey in the same year found that:-

- 94% of respondents believe that a well designed talent management programme can have a positive bottom line impact

In a Nutshell

The 121partners Talent Management Programme is a continuous programme of development, not a one-off assessment. It puts a strategic approach at the heart of your talent management process by creating clear links between your organisational goals, your desired culture and the competencies key to delivering your future business plans.

Gaps in your talent pipeline are revealed using 121partners' carefully aligned approach. Development is then focused on preparing your people for future needs through personality profiling, development centres, coaching and mentoring – all of which are precisely targeted at your defined competencies.

Advantages & Benefits

The 121partners' Talent Management Programme goes beyond traditional assessment and training led approaches. The programme aims to identify and develop talent using a blended learning approach that can be tailored to each organisation's needs.

The programme leads to retention and motivation of top talent together with the delivery of specific business goals that are aligned to the organisation's strategic priorities. This unique combination generates a compelling business case.

Case Studies

At Jones Lang LaSalle, we designed a talent management programme for the 'top 20' leaders across the European business. This was a 9 month programme involving coaching, mentoring, 360 feedback and the use of a personal development plan. All activities were aligned with the European Board's 3 year vision for the business.

At LogicaCMG, we used a 2 day development centre to identify and develop specific competencies in an international management team. The development centre involved coaching and 360 feedback together with targeted role plays where participants received immediate feedback from peers and managers.

Testimonials

"The coach helped me express my career intentions and communicate these constructively to the company"

"The mentoring was most valuable because it added a dose of realism"

"Writing down my plan has forced me to take it seriously"

"As a result of this programme, I am now running the fastest growing business in Europe!"

"This programme will increase the capacity of the leaders to deal with the demands of growth and change"



121 partners
transforming leadership



welcome to your journey