



Talent Management Strategy.

ANED HR Workshop

PHED

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Talent Management Strategy



It is a plan to meet the strategic talent needs of the business and create competitive advantage through differentiating capabilities.

It validates the 80:20 rule where 20% of our people are delivering 80% of our corporate capabilities

It guides the achievement of corporate goals through our human capital strategy guided by

- ✓ Recruitment and hiring strategy
- ✓ Performance management
- ✓ Career development
- ✓ Succession planning
- ✓ Learning and development

Key Imperatives we should consider



Identify what talent we need to achieve business goals, positions, skills and competencies required to meet business strategy

1. Identify Talent needs such as

- Possible new roles for the corporate objectives defined
- New type of leadership skills and capabilities that will be thrown up
- Forecast how many new people that will be needed and requirements for their success

2. Identify Talent gaps

- Additional resources
- The right type of people with the right competencies
- The right leaders for now and the future and this can be achieved by regular talent reviews, performance management and succession planning

Key Imperatives we should consider



3. Design recruiting and hiring plans

- Fill vacant roles in the shortest possible time (critical roles)
- Replace retiring and other exiting staff (knowledge management)

4. Develop Internal Talent

- Regular talent reviews
- Career management and succession planning
- Learning and development of talent (holistic approach) on the job, on the job & E learning
- Build the right leaders for now and the future

5. Identify where future leaders would come from

- Groom leaders internally way ahead of time
- Source externally but with the right culture fit

**** *The effectiveness of your leadership pipeline goes a long way in determining the performance of your organization***

List Obstacles/Challenges

1. Are Corporate Objectives clearly defined in your company
2. Does Executive Management support HR
3. Is HR at the Strategy table
4. Is your Board in for the long haul
5. Have you defined your competitive advantage after the last five years
6. Do you still see our service as a monopoly
7. How effective is your leadership team
8. Have you built a strong talent pipeline
9. Have you come up with your Employee Value Proposition as this will support our retention strategy

Solutions to These Challenges & How Can ANED support





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