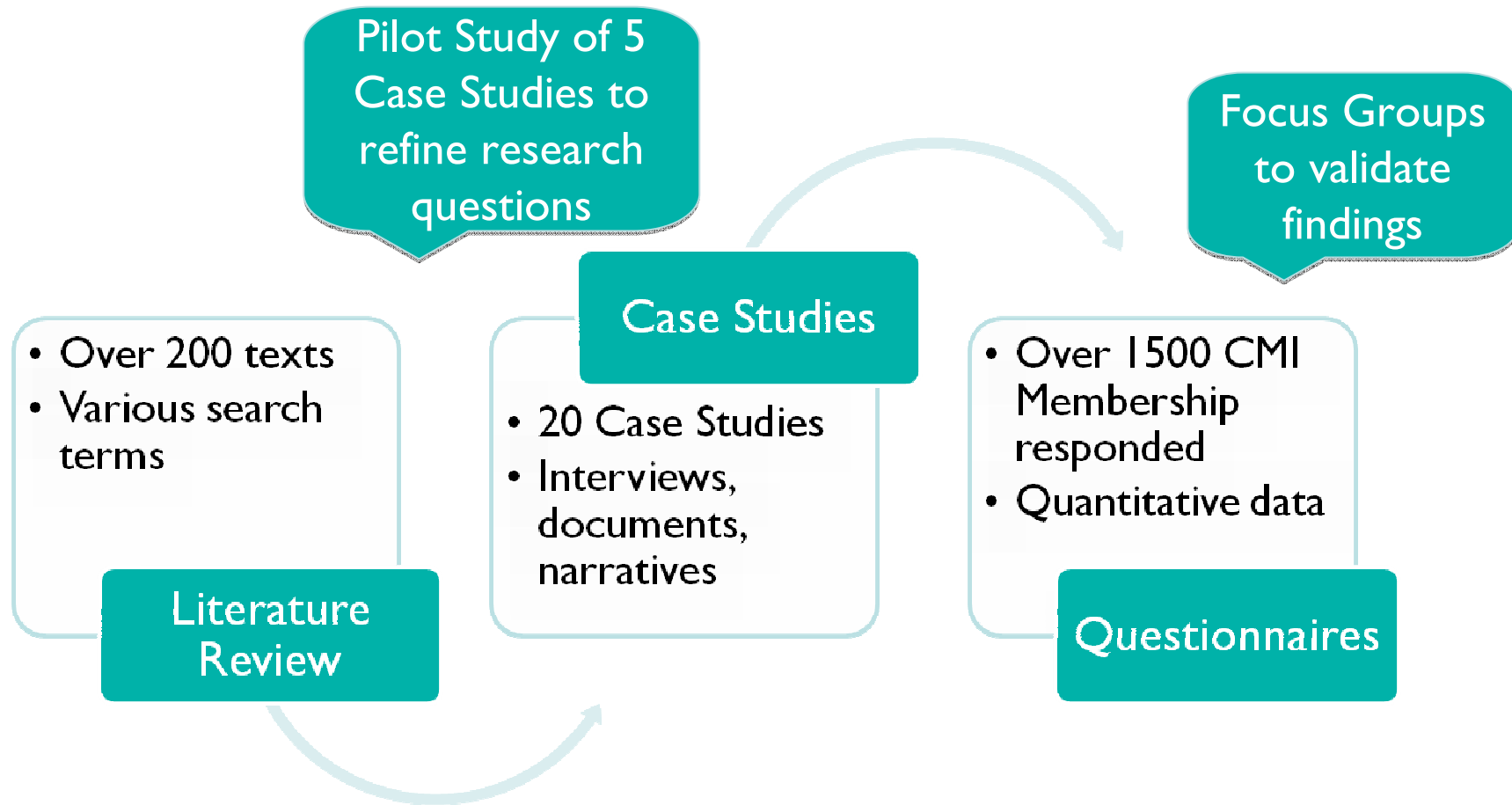


Talent Management Research: Maximising talent for business performance

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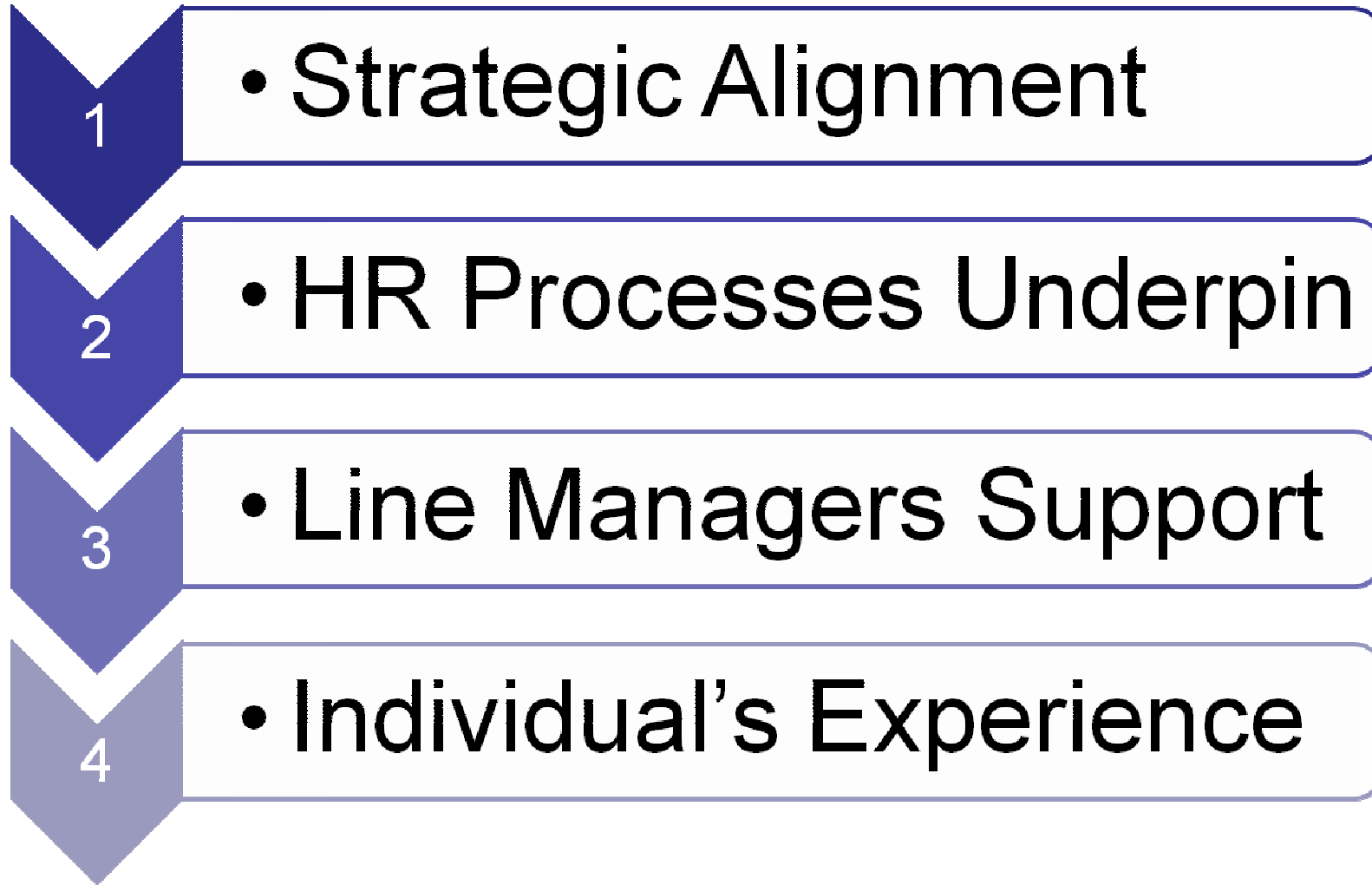
Research Methodology



Defining Talent Management

- Talent management is the additional management processes and opportunities that are made available to people in the organisation who are considered to be 'talent'.
- Definition of 'talent' varies between organisations, or between time frames.
- Usually high performance/high potential is 'talent' with leadership focus.

Players in a Talent Management System



Strategic Perspectives on Talent Management



18 Operational Dimensions

Defining Talent

- 1- Size of talent pool
- 2 – Entry criteria
- 3 – Decision process
- 4 – Permanency of definition
- 5 – Recruitment as a source of talent
- 6 - Transparency

Developing Talent

- 7 – Development path
- 8 – Development focus
- 9 – Support
- 10 – Influence on career
- 11 – Connected conversations
- 12 - Organisation values
- 13 - Risk

Structures & Systems

- 14 – Performance Management
- 15 – Talent management processes
- 16 – Use of technology
- 17 – Systems flexibility
- 18 – Ownership of talent

Defining Talent

Transparency

Size of Talent Pool

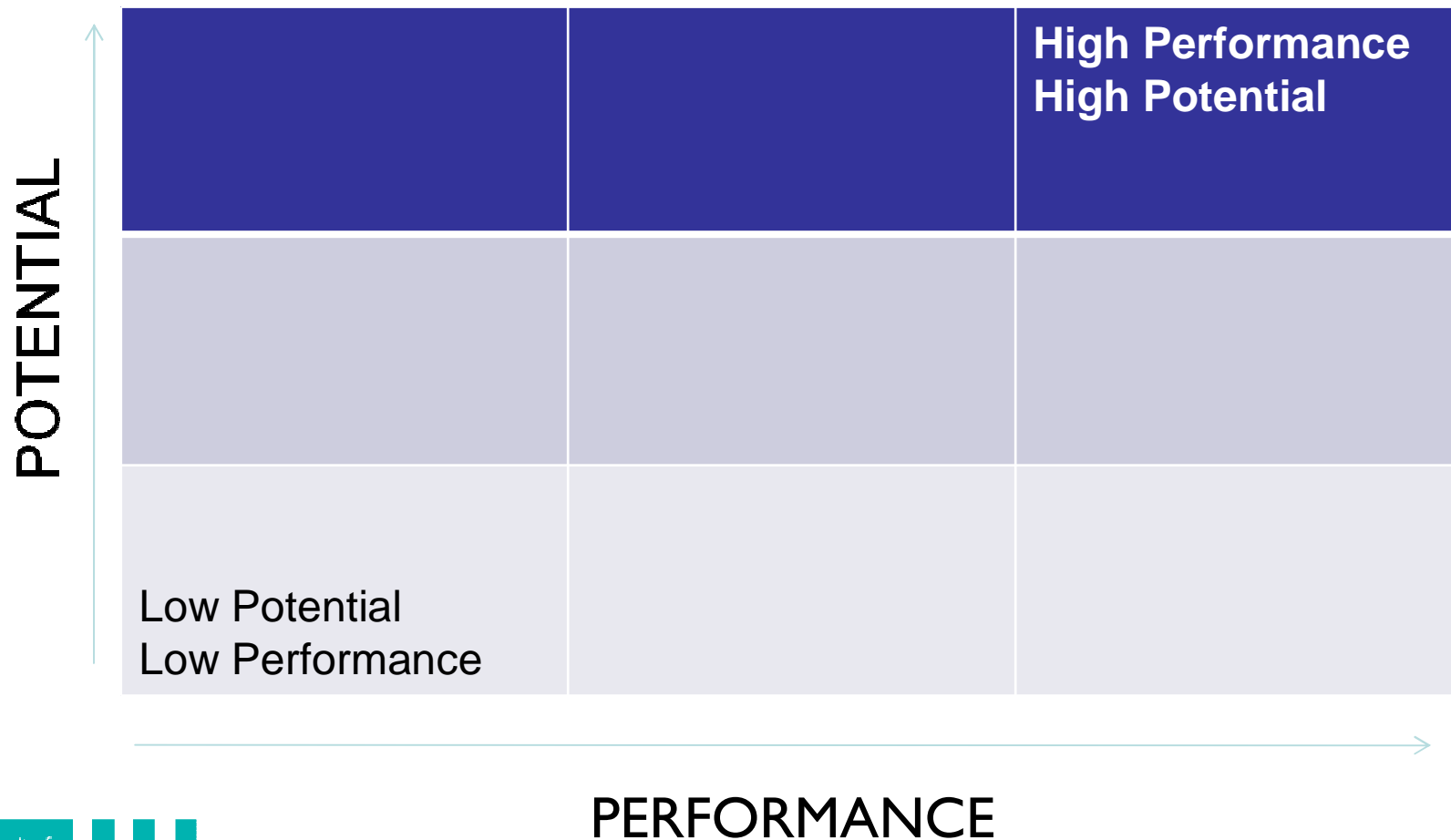
Permanency
of Definition

Decision
Process

Entry Criteria

Recruitment
as a source
of talent

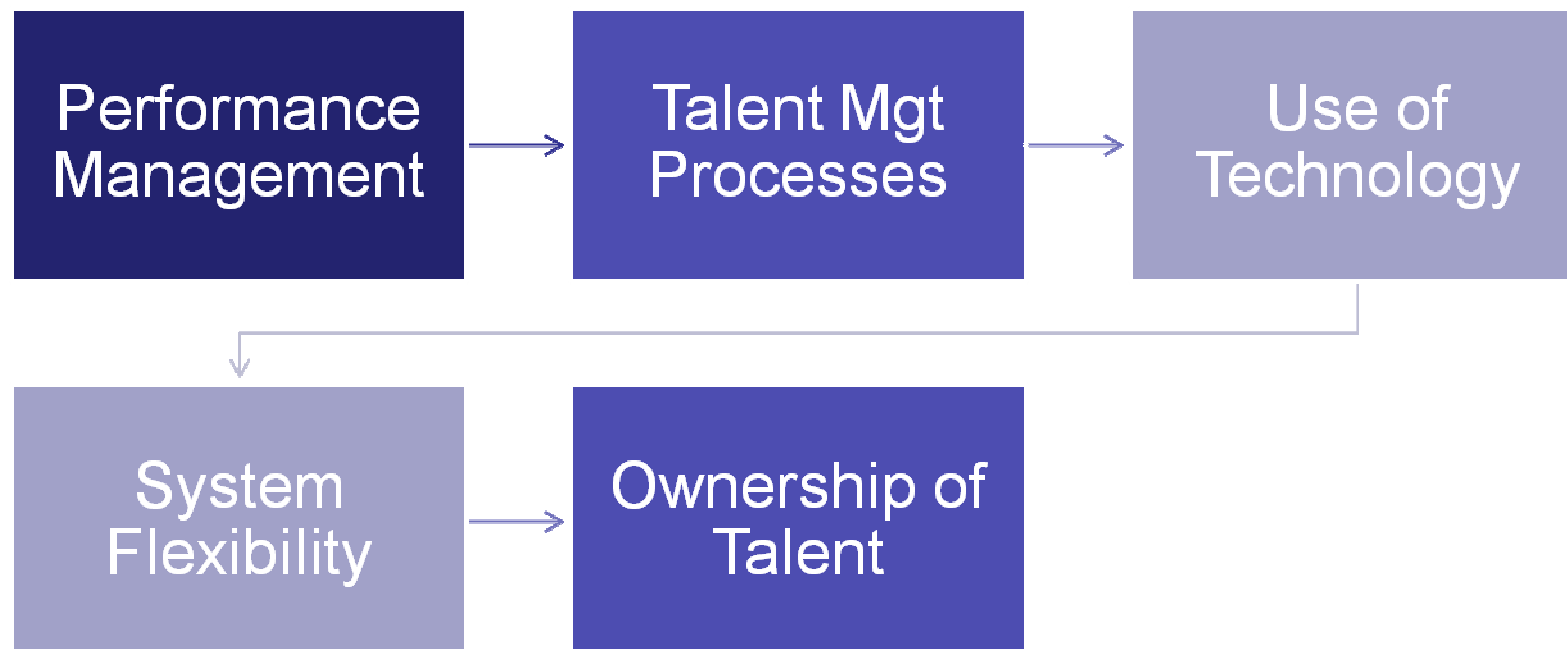
A Typical Talent Grid



Developing Talent



Structure and systems to support talent management



A framework for developing a Talent Management System

