

Integrated Talent Management

To manage your talent, you need to know your talent.

Ensuring you understand who the key performers are within your organisation, having them remunerated and motivated appropriately and with well-planned retention and succession strategies in place is every HR professional's ultimate goal.

Achieving this goal would mean:-

- | You would know what shape your people capability/talent was in.
- | You would know the type and nature of intervention needed to address gaps in your people capability/talent.
- | Targeted succession strategies would ensure your organisation faced little risk if one of your key people resigned.
- | You'd increase your ability to attract new talent.
- | Targeted retention strategies would ensure your turnover of top talent was minimal.
- | Your finite salary budget would be spent wisely, rewarding those who added value and who were in alignment with your organisation's goals and strategies. Clear signals would be sent to your employees that a performance culture was in place.
- | You'd see a positive improvement in the operating and financial performance of your organisation.
- | You'd notice measurable improvements in staff satisfaction, especially among high potential employees.

The first step is to know and understand the nature of the people capability/talent and potential within your organisation. What to do next with that knowledge is often the stumbling block.

MatrixOne has developed a suite of easy-to-use, integrated talent management tools that help you identify your talent, and then use the information gathered to develop clear succession planning and retention strategies, targeted learning and development interventions and remuneration strategies. They have been designed by HR professionals to be pragmatic, easy to use and cost-effective.

MatrixOne HR tools are part of an award-winning talent management methodology that has been recognised by the NZ HR industry as a leader in providing an integrated approach to managing talent.

The talent management tools

The online tools overlap to contribute to a number of key talent outcomes and can be used individually or together to provide a comprehensive talent management programme. They have all been designed to be easy to use by non-technical people, and are hosted by Synergy International to ensure security and confidentiality of the data for your organisation.

The tools include:-

Talent Identification and Strategy

The talent identification and strategy tool allows for the assessment of all individuals within a pre-agreed talent pool across a range of core variables such as performance, potential, core competencies, retention and vacancy risk, position criticality and alignment. A set of consolidated reports provides you with information that identifies your organisational depth across these variables, along with individuals listed by aptitude rating and by potential. This data provides you with the basis for a talent management workshop to review and ratify the findings.

A final consolidation and analysis of the report provides the basis for a draft talent management strategy that is generated from the tool. It identifies the main issues that need to be addressed for the development of successful talent management strategies and alignment of HR processes. It also clarifies the key areas of focus for the talent pool, which may include sourcing, development, succession or retention strategies.

The tool also provides valuable information about where to target your learning and development spend. Skill gaps across your workforce as a whole, and by individual are highlighted. The identification of skill strengths can be used to implement coaching and mentoring programs.

The 360° survey tool allows you to hear more than you usually would.



360° Survey Tool

MatrixOne, in collaboration with Synergy International, has developed an easy to use online survey tool provides a complete picture of your management and staff. It provides valuable feedback to help you with your talent identification and retention strategies.

In a few simple steps, you can have a survey built and online that has your own corporate branding, your own questions and a clearly identified list of respondents for each person reviewed, including external reviewers if required.

The tool contains some standardised reporting structures to make it easy to review and analyse the results. To ensure security and confidentiality for survey participants, the tool is hosted by Synergy International.

Employee Value Proposition (EVP) – talent retention

EVP is a flexible, online survey tool that gives you a complete picture of what motivates your staff and how you can be better placed to target strategies that will keep them in your organisation.

It provides valuable feedback for use in annual reviews, talent retention, employment branding and other human resource management needs.

Once you have identified your talent pool, you use the survey to capture personal insights into the personal value drivers for each individual. Respondents rate how well they think the organisation meets their needs in these areas. The tool also provides a mechanism for managers to supply their perspective on what they see as areas of potential for an individual's development and succession requirements.

The EVP tool, as well as providing personalised reports for your talent development and succession requirements, provides a summary report detailing your key people performance indicators and identifying common value dimensions and actions across your organisation.

The tool is hosted by Synergy International and participating subscribers can be provided with benchmarking data against other organisations who use the same tool.

Talent management is a targeted intervention to ensure your organisation gets the best out of its talent pool and has HR processes that are aligned to support the organisation's performance.

Succession planning

You can dramatically reduce your organisational risks by having a comprehensive succession management strategy in place for your talent pool.

To provide a complete picture of your organisational talent and link this to succession planning, you will firstly need to identify your talent. The succession planning tool helps you to identify what the critical positions are and assess the incumbent person against factors such as performance, potential, retention risk, organisational impact and alignment.

It will also help you review the capability within your talent pool to identify suitable candidates to take over critical roles where the risk factors may be high and determine what interventions might be necessary to prepare them for the role.

The succession planning tool makes it easy to spot which positions are most at risk and in need of intervention strategies.

Remuneration tool

This tool provides valuable analysis and insight about your remuneration spend, ensuring you are targeting your spend at the right people in your talent pool.

The tool takes information about what individuals are paid, and relates this to market pay for the same position, cross-matching with an individual's talent pool ranking. Remuneration is assessed based on their talent pool categorisation and shows graphically which individuals are either over or under-paid in relation to their performance potential and relevant talent indicators.

The remuneration tool has been designed so non-technical people can easily use it and maintain it, with standardised reporting structures to make it easy to review and analyse the results. The tool is also hosted by Synergy to ensure security and confidentiality.

