



# Talent Identification and Strategy

MatrixOne's talent identification and strategy tool gives you a complete view of your organisation's talent and capability together with strategies to attract, develop, deploy and retain them.

This easy-to-use, online tool makes it much easier to gain a comprehensive assessment of all individuals, within a pre-agreed talent pool, across a range of core talent management variables. A set of consolidated reports provides you with information that identifies your organisational depth across these variables and outlines the key areas of focus for the development of your talent management strategies.

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. This identification and strategy tool is 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.

## Key benefits

Talent Identification and Strategy can help to:

- | Identify and understand your existing talent and capability needs and how these can be managed effectively.
- | Provide senior management with a helicopter view of your organisational capability by reviewing existing talent and identifying possible talent gaps.
- | Encourage management to think across the boundaries of their own work areas to the organisation as a whole.
- | Anticipate and manage staffing issues impacting on long term sustainable business success and performance.
- | Link talent and capability outcomes to succession planning needs.
- | Develop talent management strategies which successfully attract, develop and retain the right talent.
- | Drive culture change and reinforce learning and development as the cornerstone of organisational development.
- | Assist in the retention of key talent and high performers.

Does your talent stand out from the rest? Spot the growth potential within your organisation.

### Key features

Key features of the Talent Identification and Strategy tool are:-

- | The tool is an ASP and doesn't require major programming work to make relatively minor changes.
- | The tool costs considerably less than comparable tools available in the market.
- | It has been designed so that non-technical people can maintain it easily.
- | There are standardised reporting structures to make it easy to review and analyse the results.
- | The survey tool is hosted by Synergy International to ensure security and confidentiality.
- | The survey can easily be branded with your company logo and corporate colours.
- | You can run the survey as often as you like without incurring costs beyond the annual licence fee.

The map below shows the five phases of the talent management identification process, from the initial talent identification phase, through to gap analysis, validation and review, talent management strategies and ongoing review. Specific processes and methodologies and data capture technologies underpin the successful operation of this talent management process.



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