

# TALENT REVIEW TRAINING



**Companies that conduct successful talent reviews rely on more than just a lean process and simple tools.** They know that flawless facilitation creates the honest discussions and crisp decisions that define great talent management. Teaching your HR leaders the secrets to facilitating great talent reviews will produce more accurate assessments, effective development plans and flawless follow-up.

## THE SITUATION

While talent reviews are common practice at companies worldwide, the quality of those reviews (and their impact) varies greatly. In many companies talent reviews don't accurately predict which leaders will succeed, making succession plans unreliable. In other companies talent growth stalls when they fail to convert talent review discussions into specific development plans.. Even companies that agree on development steps often fail to follow through on those decisions. The talent review process is far too important to be managed so poorly.

## OUR APPROACH

Our simulation-based training teaches your HR business partners and talent leaders to facilitate accurate and effective talent reviews. Taught by experienced corporate talent management leaders, participants experience real talent review scenarios that teach them how to identify the critical facts, facilitate thorough reviews and develop high-impact development plans. Participants role play against difficult managers and learn how to manage the six most common talent review issues. Courses are delivered in 4 hours or less.

## CLIENT SUCCESS EXAMPLES

- A global media company wanting to raise the quality of their talent discussions trained HR generalists worldwide to facilitate the company's proprietary talent review process.
- A leading financial services company needing to introduce their new OPTM talent review process taught 200 generalists through in-person and video-conferenced training
- A US retailer starting talent reviews for the first time gave their HR partners the skills needed to successfully introduce and manage this culture-changing process