WHAT IS YOUR TALENT PHILOSOPHY?

CREATING A COMPANY TALENT PHILOSOPHY

WHAT IS A TALENT PHILISOPHY?

A talent philosophy tell us how to understand and develop talent and will guide everyone to align what's being said and what's being done related to developing talent.

You create a talent philosophy to have a clear logic and consistency in all choices and activities that are related to developing talent. It should guide you to make choices anchored in clear beliefs, values and facts about how you understand and develop talent in an impactful way.

A talent philosophy is always rooted in the purpose and strategy of the company, because that is where you'll find the impact that matters to everyone in the organisation. Talent is thereby always understood and developed with purpose and strategy in mind and never can never happen in a silo.

A talent philosophy can be divided into the following elements:
- The core assumptions we have about talent (theory & mindset).
- The way we see talent (behavior).
- What we are trying to achieve when developing talent (results).
- The way we develop talent (talent leadership).

Begin with the following questions:
- *What does our purpose and strategy as a company tell us about how to understand and develop talent?*
- *What mindset and way of thinking is linked to our purpose and strategy?*
- *What values are linked to our purpose and strategy?*
- *What behavior is linked to our purpose and strategy?*
- *What capabilities are linked to our purpose and strategy?*
- *To us, what does world-class talent development look like?*

COMPANY PURPOSE
A unique combination of your company contribution leading to a specific and highly relevant impact.

COMPANY STRATEGY
Unique strategic choices, desired strategic impact, way of playing and conditions that needs to be in place to impact.

TALENT PHILOSOPHY
A unique way of understanding and developing talent in a unique company context. This is a company playbook for everyone to have a significant talent impact.

HOW ROBOST IS YOUR CURRENT TALENT PHILOSOPHY?

FOCUS
Focus on addressing few high impact talent elements to simplify the complexity of reality

CLARITY
Clear choices on how to practice a high impact talent philosophy anchored in company purpose and strategy

UNIQUE
Validated logic for how to maintain and develop the needed talent edge

FEASIBILITY
Expectations, roadmap and training are appropriate in terms of time horizon and available resources

CONSISTENCY
The talent philosophy is coherent and does not contain mutually inconsistency
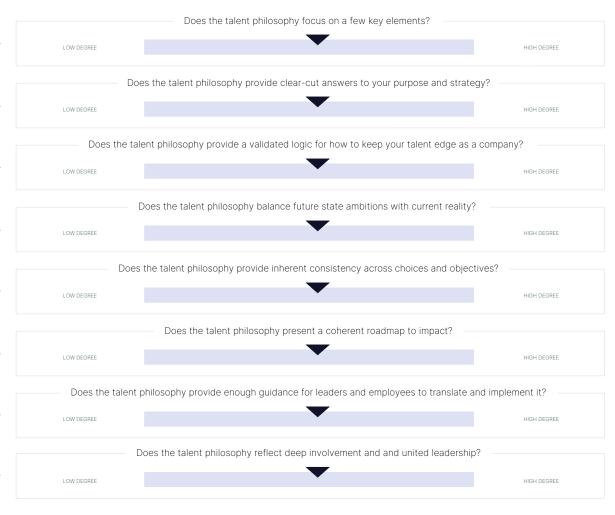
IMPACT
Roadmap of high impact talent actions in place with clearly allocated resources and responsibilities

ADAPTIVITY
The talent philosophy provides a framework for people to act on authentically

UNITY
The talent philosophy is anchored in united leadership and based on deep people involvement

Does the talent philosophy focus on a few key elements?
LOW DEGREE   HIGH DEGREE

Does the talent philosophy provide clear-cut answers to your purpose and strategy?
LOW DEGREE   HIGH DEGREE

Does the talent philosophy provide a validated logic for how to keep your talent edge as a company?
LOW DEGREE   HIGH DEGREE

Does the talent philosophy balance future state ambitions with current reality?
LOW DEGREE   HIGH DEGREE

Does the talent philosophy provide inherent consistency across choices and objectives?
LOW DEGREE   HIGH DEGREE

Does the talent philosophy present a coherent roadmap to impact?
LOW DEGREE   HIGH DEGREE

Does the talent philosophy provide enough guidance for leaders and employees to translate and implement it?
LOW DEGREE   HIGH DEGREE

Does the talent philosophy reflect deep involvement and and united leadership?
LOW DEGREE   HIGH DEGREE

A TALENT PHILOSOPHY TEMPLATE

COMPANY PURPOSE
A unique combination of your company contribution leading to a specific and highly relevant impact.

COMPANY STRATEGY
Unique strategic choices, desired strategic impact, way of playing and conditions that needs to be in place to impact.

TALENT DEFINITION	DEVELOPMENT	SUCCESS	WHAT & HOW
<How you define talent>	<Development principles to use>	<What does successful talent impact look like?>	<What content and activities to realize & how to do it with impact?>
<How you define talent>	<Development principles to use>	<What does successful talent impact look like?>	<What content and activities to realize & how to do it with impact?>
<How you define talent>	<Development principles to use>	<What does successful talent impact look like?>	<What content and activities to realize & how to do it with impact?>
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17

MAKING BUSINESS USEFUL

In the business of making business useful.