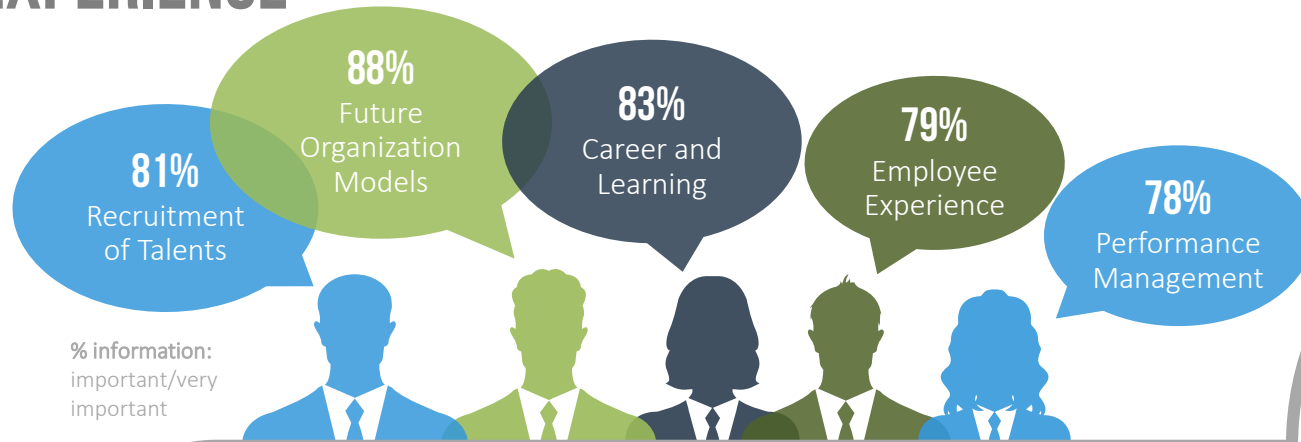




TALENT EXPERIENCE RADAR & RETENTION MANAGEMENT

Employer & Employee View | Talent Experience Radar Process |
Career-Life-Cycle-specific Expectations | Talent Preference Profiles |
Retention Management | Motivation & Development Perspective

TALENT EXPERIENCE



THE EMPLOYER'S VIEW

New organizational, career and learning models as well as recruiting and performance management are currently the most important HR topics from an HR and line managers point of view.



Ralf Hendrik Kleb

THE EMPLOYEE VIEW

Using the Talent Radar to gain clarity about individual expectations and preferences of key personnel.



EMPLOYEE EXPERIENCE

Are the individual expectations and preferences of the key personnel known? And has the focus of HR work been set correctly?

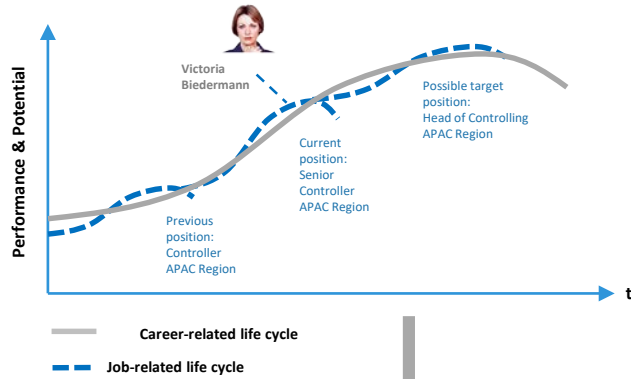


CAREER LIFE CYCLE

Different expectations in the different phases of the job and career life cycle.



Job and career life cycle

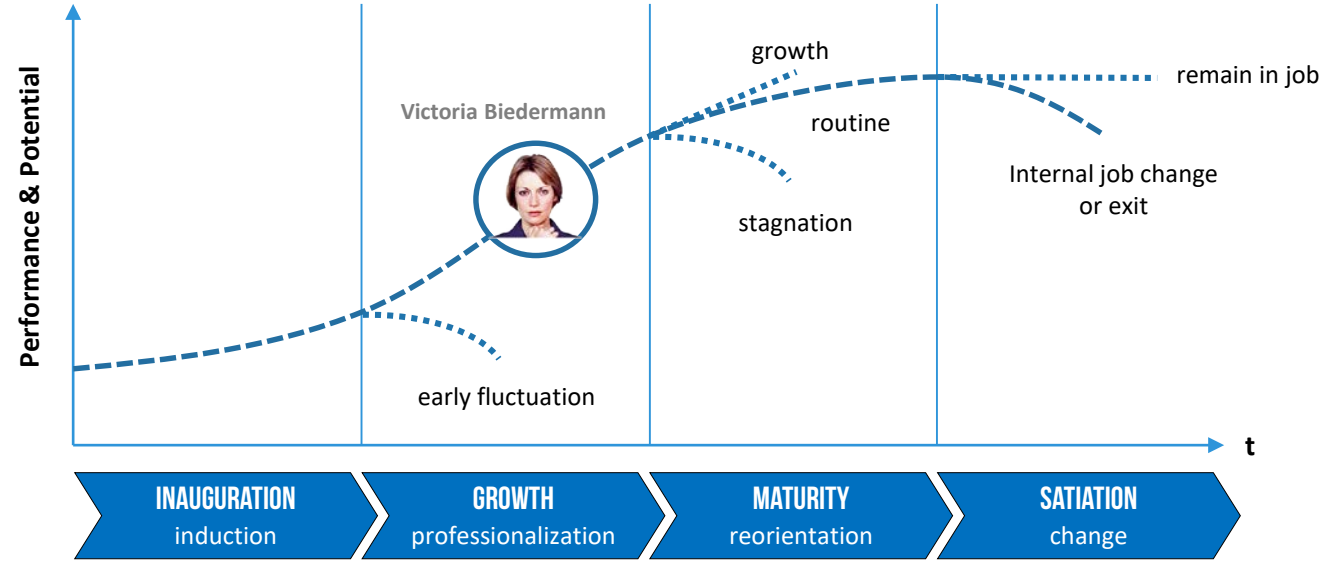


Targeted familiarization programs

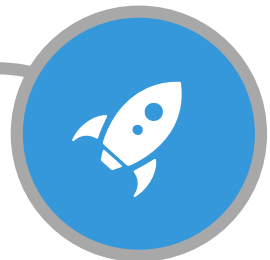
Career/Career, further training on/off-the-job

Job Enlargement, Job enrichment, special tasks

Development with the aim of remaining in the role/position or changing to a new role/position.



TALENT ANALYTICS
Career-Life-Cycle-specific expectations and perspectives



The forecasting power of this phase model is far superior to that of age as an indicator. The job-related phase usually has a greater influence than the career-related phase.
Cf. Graf A.: Life-cycle oriented personnel development.

PREFERENCE PROFILES

What is important to our talents and key personnel?



Meaningful Work	Hands-on Management	Positive Working Environment	Development Perspective	Confidence in Leadership
Independent work	Clear, transparent goals	Flexible working time and organization models	Training & job support	Mission and overall goal
Filling positions according to ability and performance	Coaching and Mentoring	Culture of recognition/ esteem	Flexible development possibilities	Continuous investment in employees
Small, self-responsible teams	Investment in management development	Healthy working	Self-directed, dynamic learning	Transparency and sincerity
Time for recovery/ relaxation	Modern Performance Management	Inclusion and diversity	Effective, effective learning culture	Inspiration and stimulation



TALENT EXPERIENCE

How well do we meet the expectations of our talents and key personnel?

Retention Management

The Talent Radar in action

- Global Talent Management & Retention Management

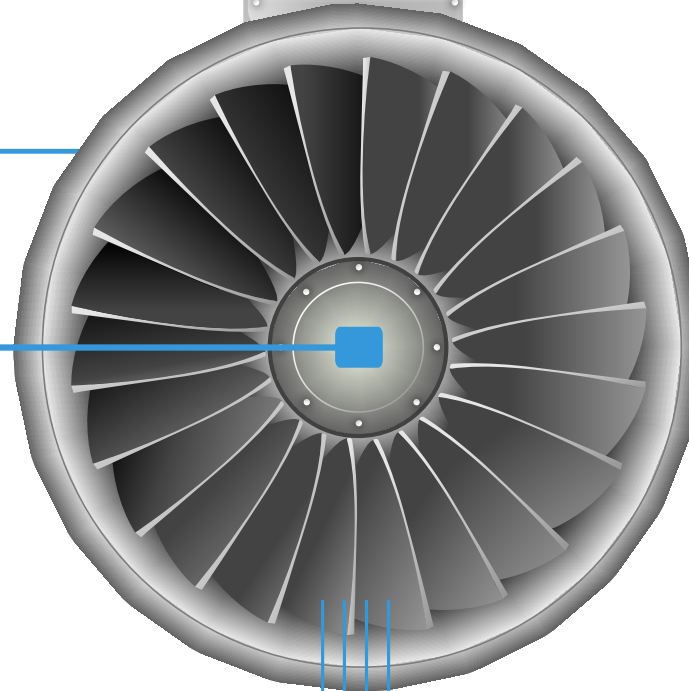
A

Using the Employee Experience approach to keep talents in key positions/functions.

B

EMPLOYEE EXPERIENCE

Appreciation, dialogue and reflection - using Talent Radar to gain clarity about individual expectations and preferences.



" **Talent** management must become more customer-oriented.



Dr. Heiko Lorson





FOCUSED

Focus on selected employees in key positions.

CAN

What is a talent able to do?

Focus on skills, competences, knowledge, ...

Selection Perspective



Competence and potential assessment, ...

WANT

What does a talent wish to do?

Focus on needs, interests, desires

Motivation & Development Perspective



SHOULD

What should a talent do?

Focus on role, responsibility, authority, Tasks, ...

Organizational Perspective



Job description, role model, ...



INDIVIDUAL

Personal interviews/survey and dialogues.

INDIVIDUAL INTERVIEWS

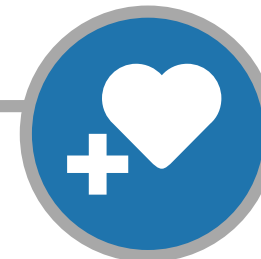
Personal interview and (online) survey



Employee Preferences	WORK CONTENT/ TASKS	GUIDED TOUR SUPERVISOR	WORKING ENVIRONMENT/TEAM	DEVELOPMENT/ CAREER	CORPORATE IMAGE/CULTURE	PARTICIPATION/ INCLUSION
User Drivers (measurement dimensions)	Ideas	Expectations	Acceptance	Personality	Innovation	Integrating know-how
	Activities	Value contribution	Relationships	Responsibility	Image	Share knowledge
	Accountability	Feedback	Faith	Career	"Give/receive."	Secure understanding
	Challenges	Differentiation	Tuning	Specialized training	Sustainability	Confidence
	Working tools	Progress	Work processes	Perspectives	Values	Be proud
Derivation of Measures	Enrichment of work contents, projects, implementation of ideas	Clear formulation of expectations, differentiated feedback	Efficient working processes, creating trust in working relationships	Transparent career, succession & development planning	Pay and development measures "in step" with each other	Involvement in project tasks, sharing knowledge, exemplifying values

TALENT RADAR

Scientifically substantiated survey model allows the derivation of pragmatic measures



INTERLOCUTORS

- changeleaders consultant
- partly direct superior
- partly HR Business Partner

Talent Radar

Examples of the use of Talent Radar to improve the Employee Experience and fulfill employee preferences.

LIFE CYCLE PHASE	TARGET GROUP	ACTIONS
Recruiting	Interviewing applicants about their expectations of the future employer and their experiences in the application and selection process	Coordination/adjustment Employer branding measures, training measures
Onboarding	Survey of university graduates entering a trainee program on their expectations and how they are fulfilling them	Adaptation of training programmes, change of department, ...
Development	Survey of identified and nominated talents regarding their expectations of development and career planning and their fulfilment	Adaptation of training measures, project offers, global mobility, ...
Retention	Survey of identified and nominated talents on topics relevant to retention and motivation and corresponding corporate positioning	Adaptation of training measures, project offers, career planning, ...
Offboarding	Survey of talents on reasons for exit/termination or the underlying gap between expectations and their fulfilment	Adaptation of HR programs, career planning, training measures, ...



ENGAGEMENT ENGINE
Multiple approaches to improve the Talent Experience

CONSULTING BOUTIQUE FOR TRANSFORMATION & CHANGE

Examples from our consulting portfolio



SHORT PROFILE

- Founded in 2018
- Renowned team of highly experienced practice professionals
- Well-rehearsed team that has been working together for many years in different constellations
- Most of the projects have an international scope.
- Many of our consultants work on projects abroad - worldwide

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