



# Building a Talent Strategy Using a Differentiated Approach

## Course Overview

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The economic crisis has created a complex challenge with respect to talent. Leaders must ensure they continue to retain and engage their highest-quality people, even as they reduce overhead. Most urgently, they must realign their talent practices with their strategic priorities – which probably became unaligned in reaction to the crisis. Lastly, they must revamp their talent model to reflect changing demographic trends as they will find a very different talent pool than the one they have had in the past.

This program will guide you through a structured talent strategy process that will close the gap between what people capabilities the organization currently has and what it will need to meet tomorrow’s business challenges. As with any strategy, choices need to be made about what is strategic and what isn’t. While all roles are important, or they wouldn’t be there, they are not all strategic. Talent differentiation puts strategy first. It promotes emphasis on differentiation – of employees, jobs, and performance by their contribution to strategic success.

The program consists of six modules:

1. Workforce Differentiation
2. Position Differentiation
3. Using Results-Focused Job Descriptions to Clarify Position Deliverables
4. Talent Differentiation
5. Understanding Organizational Depth
6. Building your Talent Strategy

In these lessons you will learn:

- The business case for a differentiated approach.
- How to identify the strategic value of jobs and use the position differentiation grid.
- How to clarify the contribution of jobs to strategy by developing results-focused job descriptions.
- The process for mapping the performance contribution and potential of employees using the talent differentiation grid.
- What an organizational depth profile is and how you can use it to conduct a clear and objective assessment of the resources required to carry the company strategy to successful execution versus what is available.
- How to build a written depiction of the talent you need to carry out your business strategy and the means to secure that workforce (talent strategy).

## HRCI Strategic Recertification Credits

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Participants will earn **6 Strategic-Business** HRCI Recertification credits. At the conclusion of the six lessons participants will complete a learning check.

## Other Information

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The program will be delivered through Transformation Solutions LMS portal hosted by Taleo/Learn.com for which each participant will have their own log-in. Microsoft Internet Explorer 8, Firefox 3.56, or Chrome 4 are necessary to view the courses. Upon receipt of payment, Transformation Solutions will issue the user log-in and site access information. Participants will have access to the portal for **2 MONTHS** from the time of payment in which to complete the program.

*The use of this seal is not an endorsement by HR Certification Institute of the quality of the program. It means that the program has met HR Certification Institute’s criteria to be pre-approved for recertification credit.*