

Strategy Implementation

A Leader Assessment and Development Framework

TALENT
INSTITUTE

The Strategy Implementation Challenge

Strategy implementation excellence is central to the organization's sustainable growth and prosperity. Yet most strategic initiatives fail because of flawed implementation, at great cost in time and resources. Invariably, leaders are key to the problem.

It is natural for organizations to want to abandon or postpone work devoted to talent management during an economic shock. However, there is no better time to review and reengineer talent management practices.

Given the context of a rapidly changing competitive landscape, emerging growth opportunities and a strategy realignment, organizations must find answers to some key questions:

- Given our realigned strategy, what are the new challenges our leaders will face?
- How does our current leader profile stack-up against the requirements of our realigned or new strategy?
- What is required (type and quantity of leaders, leadership culture, performance metrics)?
- What must we do to fast-track the development of our leaders (current and future)?

Leader Assessment and Development Framework

Key Questions

What are the underlying capability requirements of our strategy?

How well equipped are our leaders to deliver our strategy?

What capabilities do we have? Where are the gaps? Whom should we invest in?

How do we know that our talent investments are producing results?

Focus Areas

Leader Challenges
Requisite Leader Profile
Leadership Culture

Critical Roles
Current Leader Capability
Future Leader Identification

Talent Analytics
Current and Future Leader Development

Learning Impact Tracking

Data-Points

Psychometric Measures

Development Centres

Multi-Rater Surveys

Performance Management System

Outcomes

Clear view of leader capability (micro and macro talent analytics)

Discovery of hidden potential and blockers in critical roles

Data that informs deployment, sourcing and investment decisions

Segmented talent development and retention strategy

Metrics to track learning impact

Pre-requisites

Comprehensive analysis of the business landscape, strategic priorities, and the challenges leaders face together with an understanding of what 'great leadership' in your organisation requires

Summary

No matter what measure you use, companies with effective leaders execute better and deliver long-term business results. However, for many organisations, developing the leader capabilities that maximise performance and deliver results is a challenge.

In today's remarkably rough times, a new breed of effective leaders will emerge. They must adapt in the moment and move forward to new realities even as they address issues such as the company's survival.

Organisations that balance protecting and running the business today with retooling the business for tomorrow will thrive after the pandemic.

Mindful of the above, talent should underpin every strategic choice and other business decisions executives are making right now. Companies that overlook the importance of leader capability and the prevailing leadership culture during a strategy re-direction will always miss the upside potential of what they collectively might have been capable of.

They will fail to capitalize on the opportunities that inevitably arise from COVID-19 or any other economic shock.

About the Talent Institute

The Talent Institute is a privately held boutique professional services firm that focuses on helping clients develop and implement talent management practices to support current business strategies and to prepare for future challenges.

Our core competency lies in our ability to interpret talent analytics in the context of strategy and business impact, and the use of predictive intelligence to inform risk mitigation, capability development and talent investments.

Grounded in organisational psychology, we leverage research, analytics, expertise and industry insights to enable business performance by removing the guesswork from making decisions about people.

Your Contact

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