

This presentation was the basis for a session I did at the WI SHRM event in October 2011 in Madison, WI

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Talent Management - What Next?

Use This **Talent Scorecard** To Find An Answer

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- Mission: To be a guide for others so they realize the excellence they were born to achieve.
- Work Experience Manufacturing / Banking / Healthcare
- People (Executive / Individual / Team Coaching)
- Process (Consulting Around Talent Systems / Organizational Growth/Strategy | Change)

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Objective





Talent Management?



The I GROUP Model & Talent Management - "we make you look ...

www.theigroup.com/ +1

The I Group Model and **Talent Management** is the leading agency representing men, women, ... The agency is located in Southfield, a suburb of Detroit, **Michigan**.

Contact Us - How To Register - Actors & Models - Rates & Fees

All michigan talent agencies, michigan modeling agencies ...

www.auditionagency.com/agency_directory/michigan_agencies.htm [+7]
20+ items - Michigan talent agency listings provided for actors and models ...

- Affiliated Group 21301 Civic Center Drive Southfield, MI 48076 Category ...
- Avante Modeling Agency G-3490 Miller Rd #15. Flint, MI 48503 Category ...
- CLASS Modeling/Talent Agency 2722 E Michigan Ave #205. Lansing, MI 48912

Urban Faces & Talent Management - Local Business - Grand ...

www.facebook.com/pages/...Talent-Management/14582832212703... +/

Urban Faces & **Talent Management** - A Multi-ethnic talent agency representing actors (films, commercials, ... Approved and listed with the **Michigan** Film Office.

Traque Model & Talent Management Incorporated, Ferndale, MI ...

local.yahoo.com/info-16239414-traque-model-talent-management- ... 🕣

Traque Model & Talent Management Incorporated, Ferndale, MI: Reviews and maps - Yahoo! Local, 4248.542.6355 . Get Ratings, Reviews, Photos and more on ...

Talent Agencies in Michigan-Film Television

www.extrasformovies.com/michigan_talent_agencies.asp =1

Talent Agencies in Michigan-Film Television. Wanted Extras ... Michigan Talent Modeling Agencies-Agents. Auditions and ... MODEL & TALENT MANAGEMENT ...

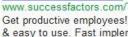
Business Leadership Skill-Building and Talent Management Advice ... www.thetrugroup.com/resources/tru-tips/

Scott Patchin of The trU Group provides insight and advice on business leadership skill-building, talent management, team-building, and professional ...

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trUPerformance*

Core Belief #1



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Core Belief #2

Talent Management <u>initiatives</u>
become necessary when we
<u>stop</u> doing some of the <u>habits</u>
that enable performance at all
levels of our organization.

Preserve the key habits and you
avoid most initiatives.



Core Belief #3

Talent Management is about great conversations!!!



Talent Scorecard







- 1. One strength of your current performance evaluation system?
- 2. What would your business leaders say is their biggest frustration with system/process?



Key Habits - Your Results

| | 100% | <100% |
|---|----------------|----------------|
| a. Delivered all evaluations on time | 17 / 37 | 83 / 63 |
| b. One-on-one discussions - monthly | 33 / 63 | 67 / 37 |
| c. Received all evals - my team's staff | 50 | 50 |
| d. My team - have development plans | 33 / 28 | 67 / 72 |

^{*}Blue numbers are based on responses from MI SHRM Group













1. What are you doing around identifying and nurturing Most Valuable People / Most Valuable Roles?



MV People/Roles - Your Results

| | 100% | <100% |
|----------------------------------|---------|----------|
| a. List of key people AND | 50 | 50 |
| i. Checking in < 1 month | 33 | 67 |
| ii. Written Development Plans | 17 / 21 | 83 / 79 |
| b. List of key roles AND | 33 / 52 | 67 / 48 |
| i. Performance/potential chart | 33 / 17 | 67 / 83 |
| ii. List of potential candidates | 33 / 21 | 67 / 79 |
| c. High potentials for promotion | 0 / 15 | 100 / 86 |

^{*}Blue numbers are based on responses from MI SHRM Group



Team Focus - Your Results

| | 100% | <100% |
|--|---------|----------|
| a. Plan for 2011 / Know top priorities | 17 / 57 | 83 / 43 |
| b. Monthly review of goals | 17 / 43 | 83 / 57 |
| c. Hit our 2010 goals | 0 / 30 | 100 / 70 |

^{*}Blue numbers are based on responses from MI SHRM Group







Smoldering Embers?

```
Costing your business the most _______?
```

```
Costing you the most <u>sleep</u>?
```

```
Your spouse / family / pets tired of hearing about?
```



Extra Questions - Smoldering Embers

| | Strongly agree | Agree | Neutral | Disagree | Strongly Disagree |
|---|-------------------|-------|---------|----------|----------------------|
| | 1 | 2 | 3 | 4 | 5 |
| a. Very satisfied with promotions | | | 2.3 | | |
| b. Team is leading and resolving conflict | | | 2.8 | | |
| c. Confident we will hit our goals | | | 3.0 | | |
| d. Someone is on my team that SHOULD NOT be there | | | 2.7 | | |





Grow Your People. Grow Your Business.

WORK WITH ME

GROW YOUR PEOPLE

GROW YOUR BUSINESS

RESOURCES

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Work With Me



Meet Scott Patchin, CEO of The trU Group:

My mission is to be a guide for others—to help them realize the excellence they were born to achieve. My passion is helping leaders and individuals grow professionally and personally to realize their full potential. I believe that the development of people at all levels is what ultimately fuels business growth.

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Next Steps

Leave Questions on Back Table

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trUTips Mailing list? Leave business card / QR Code

OFFICE HOURS (7am - Noon tomorrow) - Sign up sheet in back