



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

[www.thetrugroup.com](http://www.thetrugroup.com) / Twitter: @trugroupscott / LinkedIn



# Talent Management - What Next?

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

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## My Background

- 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)*

*More? LinkedIn | Website/Blog | Google*



# Objective





# Talent Management?

▶ [The I GROUP Model & Talent Management](#) - "we make you look ...

[www.theigroup.com/](http://www.theigroup.com/)

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](http://www.auditionagency.com/agency_directory/michigan_agencies.htm)

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...](http://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-](http://local.yahoo.com/info-16239414-traque-model-talent-management-...) ...

Traque Model & **Talent Management** Incorporated, Ferndale, **MI** : Reviews and maps - Yahoo! Local, 248.542.6355 . Get Ratings, Reviews, Photos and more on ...

[Talent Agencies in Michigan-Film Television](#)

[www.extrasformovies.com/michigan\\_talent\\_agencies.asp](http://www.extrasformovies.com/michigan_talent_agencies.asp)

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/](http://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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# Core Belief #1

## trUPerformance™





## Core Belief #2

Talent Management initiatives become necessary when we stop doing some of the habits 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

IS

IS NOT



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



Budget?





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 sleep?

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.



## Read the trU Group Blog

### News / Events

[All NEW! Take the Talent Scorecard](#)

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## Next Steps

Leave Questions on Back Table

Sign up for blog / trUTips (website - [www.thetrugroup.com](http://www.thetrugroup.com))

trUTips Mailing list? Leave business card / QR Code

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