

# TALENT ALIGNMENT PROGRAMME



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## CONTEXT

We constantly hear the phrase “put the right people in the right seats on the bus”. Good advice. Getting that right is tougher than it seems.

### **There are two core aspects to getting this right:**

1. What does each seat on the bus look like? What’s involved?
2. What do the right people for the right seat look like? What behaviours and competencies do they need to exhibit?

The Talent Alignment Programme addresses both questions and assists organisations and individuals in making the right decisions so the bus can move forward. By looking at both the job and the people the organisation can then begin the process of assessing how well people are aligned to the role. This opens up discussions on compatibility and professional development. It supports people in identifying areas they can focus on to develop their own capabilities to better deliver the required results. It also assists the organisation in effective succession planning and ensuring a strong cultural compatibility at the senior levels in the organisation.

To enhance team performance while working remotely, by using a common language of understanding, allowing members to leverage their diversity, play to their individual and collective strengths and improve team communication and cohesiveness.

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## HOW DOES IT WORK?

### There are three phases to this process:

1. Defining the job: if the job could talk, what would it say? Key stakeholders participate in a group exploration of the role. Together they define the job in terms of why the job exists and the key accountabilities aligned to the job.
2. Outlining the profile of a successful person in the role: what are the core behaviours and driving forces of the ideal person for the role. This phase is also completed by the key stakeholders

On completion of the first two phases the organisation has a clearly defined picture of both the job and the person for the role. This information becomes the benchmark.

3. Individuals complete an online assessment which can be compared with the outline completed by the stakeholders. This then provides critical information for the individual and their manager: what are their core strengths and how do can the person leverage them further? What are the areas the person can work on further to assist them in their professional development?

## WHAT ARE THE BENEFITS?

### This process:

- Ensures objectivity: all stakeholders are engaged in the discussion to define both the job and the person for the role
- Produces comprehensive reports that benefits both management and the individuals in the role
- Provides meaningful information for discussions with employees on their professional development
- Assists the organisation with recruitment which can be a challenging process
- Demonstrates to employees that the organisation supports their career development

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