

Talent Assessment Strategy

Why is talent assessment important?

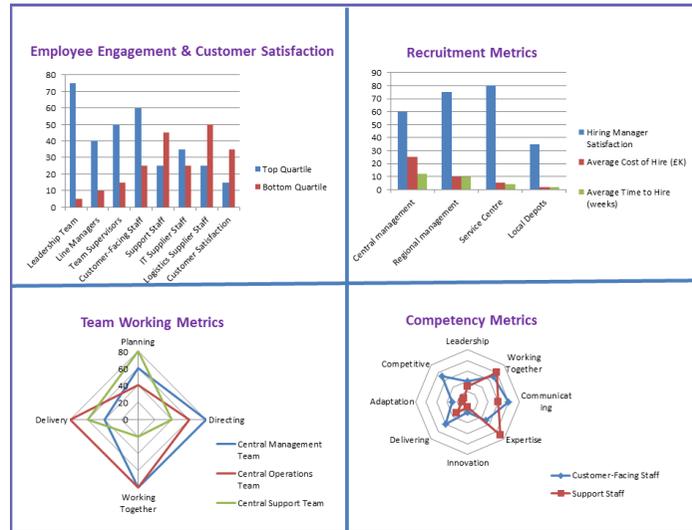
Its very basic, if you don't know how to measure the performance and attitudes of your people you won't be able to influence business success or anticipate risks to your business.

Is this just about leadership development?

Leaders are important to every business and you need to invest in selecting and continually developing the best. However, a business depends on all its people whether front-line, customer-facing or not. A Talent Assessment Strategy means that you are measuring performance and engagement at every level where it matters to your business.

How can taranis-PHI help?

We start at the top and define the human capital balance sheet that you need to monitor and drive your business. Then we help you select and implement cost-effective assessment methods and psychometric tests for recruitment, development, people engagement, skills and performance appraisal.



Talent Assessment Strategy

Capitalizing on your investment in people



taranis-PHI

promoting human integration



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Talent Assessment Strategy: capitalizing on your investment in people

Take three examples:

- A SME seeking a dramatic improvement in the competitiveness of its services and a change to its business model;
- A services company facing the need to up-skill its customer-facing teams to increase sales of online solutions;
- A global financial services company requiring reductions in cost of recruitment while under pressure to improve competency levels in front-line services.

In each case the key to providing a solution was a change in the strategy used to target, measure and deliver people performance and engagement metrics.

A talent assessment strategy addresses your key business drivers and associated human capital management processes and costs.

taranis-PHI works with you to identify the metrics needed to measure returns from business investment decisions in your people.

The strategy report includes a costed implementation programme with detailed recommendations for the use of psychometric and other assessment technologies.

Elements of a Cost-effective talent strategy

taranis-PHI helps you through the process of confronting the following essential elements in constructing a talent assessment strategy:

- Identification of the key psychological factors underpinning critical business drivers including competencies, attitudes and values;
- Definition of a costed talent assessment process model detailing your current investment and the return you can expect from changes;
- Selection of online and simulations-based psychometric techniques and assessment methods to provide metrics;
- Programme plan and procurement strategy to implement metrics into ongoing performance reviews and specific learning & development or transformational interventions;
- Design of talent metric dashboard.

Talent Metrics Dashboard

taranis-PHI builds a dashboard of your talent metrics to deliver two key benefits:

- **Predictability** when evaluating the human factor in business initiatives or ongoing operations;
- **Control** over the costs of implementing & running talent management programmes.

taranis-PHI provides these consulting and service options to business organizations:

- **Talent assessment strategy**
- **Online Psychometric Assessment**
- **Design of custom business simulations**
- **Focus on performance improvement**
- **Audit of assessment processes and systems**
- **Design & Evaluate the HR Tech User Experience (UX)**
- **Talent solution procurement & programme management for HR**

taranis-PHI provides consulting services and solutions to improve business performance. Our people are professionally trained, very experienced and fully accredited by the British Psychological Society (BPS), the UK Health & Care Professions Council (HCPC) and the European Federation of Psychologists Associations (EFPA).



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