



CYPRESS RIDGE SOLUTIONS
& INSURANCE SERVICES, INC.

Talent Management in Your Organization

Do you have the right people doing the right work to achieve your business goals?

Are you concerned you don't have the right people for the future you envision?

If a key employee retired tomorrow, will their organizational wisdom leave with them?

If these issues are keeping you awake at night, you need a Talent Management Program to ensure you are meeting your current needs with an eye towards the future. Don't wait until you're there to realize that who you have isn't enough!

What is Talent Management?

Talent Management is a key business strategy essential to a company's success---required in any economic climate. It can be defined as the proactive steps to identify key talent within your organization and plan for future talent needs at all levels. It is the building of individuals, teams and departments to meet the business needs of today, while planning for tomorrow. Successful talent management strategies improve productivity at all levels, efficiently and cost effectively.

Top 6 Purposes of a Talent Management Program:

- **Identify job competencies & clarify values** best aligned to your organizational goals.
- **Identify current top talent** within your organization through a strategic process.
- **Create a strategic hiring process** to identify and tap best talent quickly
- **Ongoing Performance Management** – Track key positions and incumbents, and objectively evaluate individual's contributions and performance.
- **Develop and retain talent** to build and preserve your organization's intellectual capital.
- **Assess current business talent** needs and create programs to manage gaps.

Cypress Ridge Solutions partners with your management team to define requirements for key positions and ensure they are aligned with business needs by:

- Conducting a Position and Task Analysis
- Identifying Competencies and Developing a Competency Model
- Identifying Top Talent in your workplace. There are several approaches to assessing individual potential; Cypress Ridge Solutions offers programs to help identify the key high potential performers that best meet your business needs.
- Performance Management – Implementation of programs to focus on all aspects of the workplace, the work and the worker that impact performance. Performance Management addresses what is necessary to encourage performance now and in the future.
- Developing and Retaining Talent with our 7 Step Process to Prepare Development Plans.
- Managing and assessing current talent. We work with your teams to identify gaps and develop staffing/development plans to meet the business objectives.

For more information, contact Cypress Ridge Solutions!

www.cypressridgesolutions.com