


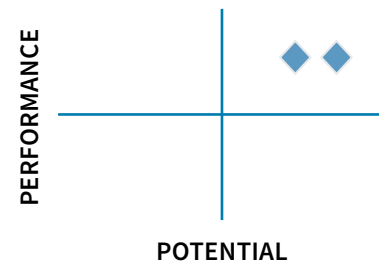
Talent Speaks®

Saved 200 HR Work Hours through Data Consolidation and Visualization

"Diamonds in the Rough" prove superior in Workforce Planning.

 Talent Plus® examined the talent profiles of mid-level managers who completed both the Enterprise Sales Talent Online® Assessment (TOASM) and the Customer Service TOA. The overall goal was to reimagine roles of the future, and to identify and retain top-performing, high-potential managers to realize that future.

Talent insights were blended with historical performance metrics to help visualize "Diamonds in the Rough" when making workforce planning decisions.



CONCEPT:

Discover "Diamonds in the Rough"

TALENT PLUS® SOLUTION:

Workforce Planning

INDUSTRY:

Retail

COMPANY:

Large Retail Organization

GOAL: REIMAGINE WORK AND RETAIN TOP PERFORMERS AMONG MID-LEVEL MANAGERS

ASSESS CURRENT TEAM FOR TALENTFIT® IN FUTURE STATE

CREATE VISUALIZATION TO UNDERSTAND WHO IS READY, WHO IS NOT

TRANSITION INTO NEW WORKFORCE, REALIGN TO FUTURE STRATEGY

Based on the results, Talent Plus consultants worked closely with this Fortune 500 Retailer to understand who was ready to move forward and who was not. A transition plan was then developed, and a new workforce was built in alignment with this Fortune 500 Retailer's future strategy.

Results saved the HR Team over **200 hours** in work time by:

- + Mitigating guesswork, subjectivity and biases.
- + Adding a scientifically-validated approach to enable data-driven conversations for the retailer's executives.
- + Inventorying human capital in search of "Diamonds in the Rough" to perpetuate a high-performing and fully-engaged culture.