

Talent Strategy on a Page

A customizable template for CHROs
to create and communicate their talent
strategy to the C-suite



Building executive commitment to your talent strategy

CHROs need a business-relevant talent strategy that delivers impact today while building capabilities for the future.

Identifying the highest-impact interventions is essential, but it is not enough. Lasting success requires the executive leadership team to commit to and champion the talent strategy.

A concise, one-page talent strategy helps secure executive alignment and commitment. It enables CHROs to make a compelling case for investment and get the C-suite's attention by clearly linking talent priorities to differentiating business capabilities and supporting them with data.

How to use this tool

Use these slides to create a one-page talent strategy and implementation roadmap that can be shared with senior stakeholders to build alignment and secure commitment.



Gartner clients can access the full suite of insights, tools and guidance across all stages of the CHRO Accelerator: Creating an Enterprise Talent Strategy. This tool supports Step 3: Secure buy-in and begin implementation.

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Creating an enterprise talent strategy

The Gartner approach

- 1
Focus on workforce capabilities that drive business outcomes.
- 2
Build a “now-next” talent strategy.
- 3
Secure buy-in and begin implementation.

Source: Gartner

Key steps to developing an enterprise talent strategy



Purpose

CHROs need to create a business-relevant talent strategy that simultaneously delivers impact today (in the coming quarters) and for the future (in one to three years).



Outcome

A talent strategy that is centered on enterprise competitive differentiators, drives executive accountability, and shifts HR team resourcing.

The Gartner approach

1 Focus on workforce capabilities that drive business outcomes.

- Articulate your organization's competitive differentiators.
- Map supporting workforce capabilities.
- Prioritize most critical workforce capabilities.

2 Build a “now-next” talent strategy.

- Map “attract — develop — perform — retain” interventions by speed of impact.
- Select prioritized interventions based on expected impact.
- Create scorecards for measuring success.

3 Secure buy-in and begin implementation.

- Drive executive commitment to strategy.
- Cascade talent strategy to the HR leadership team (HRLT).
- Engage business leaders to advance the talent strategy.

Source: Gartner



Document and communicate your talent strategy

One-page template to capture your talent strategy for easy communication

What

Describe how the talent strategy imperative will help protect/advance the enterprise-differentiating business capability.

Example: Continue to drive our **leadership in dynamic pricing** by ensuring we embrace the opportunities from GenAI in data engineering.

Example: Protect our **low operating cost structure** through additional investment in legal talent and updated location strategy.

Example: **Deliver the talent and performance needed** to ensure the success of the delivery product, which is critical to perpetuating our quintessential brand.

How

Describe the actions/intervention you will take to protect/improve the workforce capability you're targeting.

Example: Aggressively remove barriers to data engineers embracing GenAI, and invest in a step-change reduction in the time it takes our data engineering talent to reach productivity in-role.

Example: Reshape performance management expectation of our legal talent toward more-agile contract innovation, and create a new marketing hub in Dallas, TX, which has access to great talent at a lower workforce cost.

Example: Retention strategy for A-Player talent that will drive the successful launch of the new product, and best-in-class hiring of engineering and marketing talent to meet the skill needs of new product.



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Document and communicate your talent strategy

One-page template to capture your talent strategy roadmap

	1Q	2Q	3Q	4Q	Next										
Add your description of the talent strategy imperative from the previous page. Example: Continue to drive our leadership in dynamic pricing by ensuring we embrace the opportunities from GenAI in data engineering. Protect our low operating cost structure through additional investment in legal talent and updated location strategy.	List when the key milestones will occur for achieving the talent strategy imperative. Make sure to list pilot/beta launches and the timing of scaling initiatives, along with key workshops, training, etc. <table><tr><td> - Engineering workflow-mapping workshop - RFI for vendor for AI-driven data modelling games </td><td></td><td> - Beta AI agent - Formal launch of one day per week strategy - Select preferred vendor and negotiate contract </td><td> - Collate experimentation feedback - Pilot launch training offering (A/B testing) </td><td> - AI agent 2.0 - Roll out training to all new hires </td></tr><tr><td> - New performance goals for legal talent - Workforce plan for new marketing hub </td><td> - Training workshops for legal people managers - Commence hiring first 20 positions in new hub strategy. </td><td> - Updated midyear talent review for legal teams - Relocate five marketing leaders to new hub strategy. </td><td> - Commence hiring additional 30 positions in new hub </td><td></td></tr></table>					- Engineering workflow-mapping workshop - RFI for vendor for AI-driven data modelling games		- Beta AI agent - Formal launch of one day per week strategy - Select preferred vendor and negotiate contract	- Collate experimentation feedback - Pilot launch training offering (A/B testing)	- AI agent 2.0 - Roll out training to all new hires	- New performance goals for legal talent - Workforce plan for new marketing hub	- Training workshops for legal people managers - Commence hiring first 20 positions in new hub strategy.	- Updated midyear talent review for legal teams - Relocate five marketing leaders to new hub strategy.	Commence hiring additional 30 positions in new hub	
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Talent management cycle	Goal setting	Talent reviews	Succession plan review	Performance reviews											



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Talent management cycle	

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