



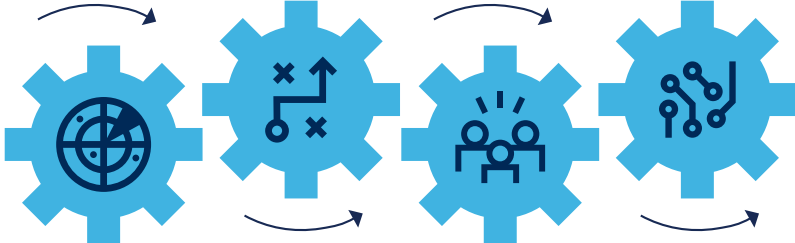
Excerpt: Talent Management Strategy Template

Talent Management Overview

Talent management vision	Talent management mission



Drivers of the Talent Management Strategy



01
External Forces

- Generative AI innovation
- Ageing workforce
- Expectation of hybrid flexibility

02
Organizational Strategy

- Transformation to unlock productivity
- Investment in digital products

03
(a) State of Talent
(b) Talent Management Maturity

- Critical roles with ready now successor: **60%**
- Number of internal gigs in 2024: **565 (up 15%)**
- Turnover rate: **12%**
- Inclusion Index Score: **50**

04
Technology support

- Connect skills with talent supply
- Support continuous talent management processes
- Enable total workforce strategies

Talent Management Strategy and Goals Summary

Statement of Talent Management Strategy

State of Talent in

Top Five to Seven Metrics Describing the Initial State

Top Talent Management Strategic Goals

State of Talent in

Top Five to Seven Metrics Describing the Desired State

Underlying Beliefs and Assumptions

1. The organization will continue to go through an increasing number of major, enterprisewide changes that require more collaboration.
2. The number of leaders eligible to retire in the next three years will double.
3. The organization will remain flat, making it more difficult to for employees to get experiences through vertical career movement.
4. Our corporate financial targets will grow faster than the rate with which we add staff to the business.

Actionable, objective insight

Position your organization for success. Explore these additional complimentary resources and tools for HR leaders:

Webinar



3 Steps CHROs Can Take to Initiate a Strategic Workforce Plan

Discover the value of strategic workforce planning as a vehicle for aligning the right talent to roles.

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Guide



Talent Management Leadership Vision

Take action on the top 3 priorities for talent management leaders this year.

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Tool



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