

Sample action plan: Develop technology talent

Steps	1 Establish strategic workforce planning	2 Assess your talent gap and sourcing strategy	3 Implement talent management
Expected outcome	Talent strategy linked to corporate objectives	Long-term plan for strategy-aligned talent gaps and modernization	Modernized skills and expertise to respond to emerging technologies and deliver business results
Actions	<p>Build a winning talent strategy for the new talent landscape</p> <ul style="list-style-type: none"> Create an IT talent strategy leveraging 5 principles for an adaptive IT talent strategy. <p>Align strategic workforce plan with business and IT strategies</p> <ul style="list-style-type: none"> Participate in Executive-Partner-led working sessions to align and develop a strategic IT workforce plan, ensuring your talent strategy supports business and IT goals. <p>Assess your current talent landscape</p> <ul style="list-style-type: none"> Discuss how to initiate a talent assessment with a Gartner expert. 	<p>Create your job architecture and career framework</p> <ul style="list-style-type: none"> Discuss how to design an IT job architecture and career paths with a Gartner expert. <p>Assess your IT compensation model</p> <ul style="list-style-type: none"> Leverage Gartner benchmarks to manage compensation and compete for IT talent. <p>Create your talent sourcing strategy</p> <ul style="list-style-type: none"> Executive Partner-led working sessions build a competitive talent sourcing strategy. Set up a document review for Gartner expert to provide feedback on talent sourcing strategy. 	<p>Implement talent management</p> <ul style="list-style-type: none"> Discuss best practices on adopting a skills-based approach for talent management with a Gartner expert. <p>Modernize your sourcing strategy</p> <ul style="list-style-type: none"> Join an Executive-Partner-led working session on how to use AI sourcing to address talent shortages and cut hiring costs. <p>Align talent to digital operating model</p> <ul style="list-style-type: none"> An Executive-Partner-facilitated peer connection will help align talent with your digital operating model, ensuring seamless integration and optimization.



If you're interested in learning more about how a Gartner Executive Partner can help you achieve your goals, [connect with one of our specialists today.](#)