

Mapping Your Future Talent.

In a recent survey a majority of HR leaders think that a significant proportion of senior staff would have to be changed within their organisations in order to achieve an improved performance and organisational culture.

On average, one in five board members or senior executives would need to be replaced or their behaviour changed in order for the organisation to become a more innovative and productive working environment.

Why organisations should engage resourcing talent mapping services

Strategic talent mapping allows organisations to be more agile, adaptable and less reliant on increasingly expensive and time consuming hiring. Building an innovative talent acquisition resource pool equips the business to be able to respond and support company growth and objectives with speed and clear ROI.

Poor succession planning wipes £billions from the stock market value of FTSE 350 companies every year.

77% of organisations face talent retention problems.

88% of senior managers now believe that talent has become their top strategic priority.

Despite the uncertain and difficult economic situation, UK employees are amongst the most likely to consider leaving their jobs during the next 12 months.

Changing workforce demographics mean that leadership and management skills are still in short supply.

A proposition such as the strategic talent mapping prevents golden handcuffs and over market rate incentive packages.

How does talent mapping work?

Strategic talent mapping develops a specific talent pool or pipeline for your organisation's market/industry sector or skill needs and companies benefit from significant savings compared to traditional recruitment spend. Allocating each role out through channels such as recruitment campaigns, search companies or agencies is a time consuming and expensive exercise.

Through research processes, talent mapping consultants develop a structural outline of a target organisation, from which they are able to make discreet approaches to the most interesting and talented individuals.

By developing a bespoke talent resource pool, organisations profit from:

- A clear pipeline of potential candidates.
- Competitor intelligence and market knowledge
- Attracting and retaining the best talent
- Comprehensive compensation and benefits data for the chosen sector/market
- Identifying L&D opportunities, skill gaps and ROI.
- Improved candidate quality

Strategic talent mapping methodology not only reduces costs, resources and lost time, but also assists in organisations building an employer brand profile in their market place.



To find out how Rialto can uncover and deliver outstanding individuals for your organisation, please contact:

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