

# Talent Management Deliverables

Organization and Personnel Committee  
Item 7d  
November 9, 2009

# AN INTEGRATED TALENT MANAGEMENT STRATEGY IS REQUIRED

The Right People with the Right Skills  
at the Right Time



MANY INTERDEPENDENCIES

# Key Deliverables

Strategy 1: Assess Organization Design	Who	When
<ul style="list-style-type: none"> <li>• Metropolitan organizational structure discussions</li> </ul>	Mares	TBD
Strategy 2: Develop Workforce Staffing Plan		
<ul style="list-style-type: none"> <li>• Agree on WFP / Talent Management process</li> </ul>	Jankovic	November
<ul style="list-style-type: none"> <li>• Develop retirement / turnover forecasts</li> </ul>	Pitman	November
<ul style="list-style-type: none"> <li>• Critical jobs gaps defined</li> </ul>	Pitman / Jankovic/ Radhakrishnan	March
<ul style="list-style-type: none"> <li>• Knowledge transfer / team cross-training</li> </ul>	Radhakrishnan / Lem	March
Strategy 3: Align Total Compensation		
<ul style="list-style-type: none"> <li>• Incentive Compensation and Recognition Programs</li> </ul>	Pitman / Lem / Burton/Boronkay	February
<ul style="list-style-type: none"> <li>• New Job Evaluation Process</li> </ul>	Pitman	June
<ul style="list-style-type: none"> <li>• Integrated Total Compensation Plan</li> </ul>	Mares	April

# Key Deliverables

Strategy 4: Attract Talent and Speed Recruitments	Who	When
• Analyze and report on diversity status	Sanchez	February
• Diversity Outreach process	Radhakrishnan / Sanchez	March
• Deploy automated recruiting system	Pitman / Radhakrishnan	February
• Improved screening and testing processes	Radhakrishnan / Sanchez	March
• Recommend MOUs / Admin Code changes to support for WFP / Talent Management	Lem / Burton	April
Strategy 5: Manage Culture and Retention		
• High Performance Workplace strategy	Jankovic / Lem	February
Strategy 6: Foster High Performance Standards		
• New performance management system	Jankovic / All	June
• Consistent approach to addressing low performance	Lem / Burton	June

# Key Deliverables

Strategy 7: Close Skills Gaps	Who	When
• <b>MyLearning</b> learning management system deployed	Radhakrishnan / Pitman	December
• Deploy individual development plans	Radhakrishnan / Pitman	February
• Expanded Internship Program	Radhakrishnan / Sanchez	January
• Expanded learning / e-learning curriculum	Radhakrishnan / Sanchez	December
• Core competencies defined	Radhakrishnan / Pitman	December 2010
• Leadership competencies defined	Radhakrishnan	March
• Tiered Leadership / Management Development Programs	Radhakrishnan / Sanchez	February
• Expanded Apprenticeship Program	Burton / Sanchez	June
Strategy 8: Develop Succession Planning Process		
• Consensus on Succession Framework	Jankovic	March

# STRATEGIC HUMAN RESOURCES



# Discussion