

# Talent Management Deliverables - Status

Organization and Personnel Committee

Item # 7a

April 12, 2010

# ORGANIZATION AND PERSONNEL COMMITTEE

## Item # 7b

**Subject:** Report on Talent Management Deliverables

**Purpose:** Update on accomplishments and schedule changes

# AN INTEGRATED TALENT MANAGEMENT STRATEGY IS REQUIRED

*The Right People with the Right Skills  
at the Right Time*



**MANY INTERDEPENDENCIES**

# Talent Management Deliverables

PLAN FOR  
OUR  
FUTURE

✓  
WORKFORCE /  
TALENT  
PROCESS

NOV 09

✓  
RETIREMENT  
FORECASTS

NOV 09

CRITICAL JOB  
GAPS

MAR → JULY

TOTAL COMP  
PLAN

JULY → DEC 10

NEW JOB  
EVALUATION  
PROCESS

JUNE → DEC 10

# Talent Management Deliverables - 2

**ATTRACT  
AND RETAIN  
TALENT**

**DIVERSITY  
ANALYSIS**

NOV 09

**DIVERSITY  
OUTREACH**

NOV 09

**AUTOMATED  
RECRUITING**

MARCH/APRIL

**RECOMMEND  
MOU / ADMIN  
CHANGES**

APRIL → DEC 10

**IMPROVED  
SCREENING &  
TESTING**

JULY

# Talent Management Deliverables - 3

PERFORM  
TO HIGH  
STANDARDS

VOICES 2009  
SURVEY

JULY 09

HIGH  
PERFORMANCE  
WORKPLACE

ONGOING

PERFORMANCE  
MANAGEMENT  
SYSTEM

JUNE → JULY

FRAMEWORK  
ADDRESS LOW  
PERFORMANCE

JUNE → JULY

# Talent Management Deliverables - 4

**DEVELOP  
TALENT  
PIPELINES**

**EXPANDED  
INTERNSHIP  
PROGRAM**

DEC 09

**EXPANDED E-  
LEARNING**

DEC 09

**LEADERSHIP  
DEVELOPMENT  
PROGRAMS**

FEB

**MyLEARNING**

DEC09 → JULY

**INDIVIDUAL  
DEVELOPMENT  
PLANS**

TBD

**EXPANDED  
APPRENTICESHIP  
PROGRAM**

TBD

**SUCCESSION  
FRAMEWORK**

MAR → SEPT

**KNOWLEDGE  
TRANSFER**

MAR → JUNE

**LEADERSHIP  
COMPETENCIES  
DEFINED**

MAR → JULY

**CORE  
COMPETENCIES  
DEFINED**

DEC 10

QUESTIONS?