



PROGRAM MANAGER, TALENT MANAGEMENT

Role Solution Overview

The Program Manager role solution provides an experienced partner to work with Talent Management leaders, HR Business Partners, people managers, and employees across client organizations to implement Talent Management products. This role provides both strategic and hands-on leadership skills; able to develop, and implement program plans, resources, processes, and tools as well as anticipating risks and managing complex issues towards resolution.

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To fulfill this strategic role for clients, the Program Manager, Talent Management solution brings a broad range of expertise, abilities and leadership skills, including:

- Conduct deep-dive, data-driven analysis to identify, diagnose and monitor talent trends, gaps and opportunities.
- Utilize strong written and oral communication skills to prepare crisp white papers that translate technical or data solutions into recommendations for business audiences.
- Partner with HR team and key stakeholders to identify best practices to be leveraged across the network and define key performance indicators for successful implementations.



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- Measure outcomes of projects, pilots, and process improvement and leverage results to inform business decisions.
- Partner with central and business unit HR analytics teams to drive adaptation of talent analytics tools that support advanced talent insights and planning.
- Implement integrated talent solutions with great user experiences for executives, managers, HR and employees.
- Implement HR programs with a track record of measurable results and continuous improvement.
- Demonstrate success working in a cross-functional, matrix team environment on multiple projects with changing priorities.
- A self-starter; resourceful and able to prioritize in a fast-paced environment with multiple and changing objectives.