



VP of Talent Management role solution can lead the ongoing development and improvement of your talent strategy designed to foster a talent-rich and high-performance organization.

VP TALENT MANAGEMENT

Role Solution Overview

The VP of Talent Management role solution can lead the ongoing development and improvement of your talent strategy designed to foster a talent-rich and high-performance organization. Your assigned expert will collaborate extensively across the client organization with Operating Unit Leaders, Business Leaders and Corporate and Field-based HR Partners to develop world-class employee experience strategies to attract, attain, develop and retain talent at all levels of the organization. The VP of Talent Management will connect operating units with relevant and innovative learning experiences when and where they need them, develop and assist in the implementation of training programs to build early career colleague and leadership capabilities, foster high potential development, and advance your strategic priorities.

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

Talent: •Develop and implement talent management strategy and solutions, such as talent review, succession planning, executive assessment, coaching and individual development planning.



VP TALENT MANAGEMENT

Role Solution Overview

•Help manage the client business' pivotal roles, with a focus on strengthening long- term succession for these roles, and in the short-term, help to ensure that they are filled with high potential leaders. •Support the development and mobility of high potential employees at senior and mid-career levels, ensuring an enhanced pipeline of high performing professional talent.

Staffing: •Cultivate programs designed to attract and retain the talent and skills necessary to grow the company. •Develop and implement the talent acquisition strategy to drive client's hire processes, including an overall assessment methodology that is aligned with the client's core leadership values and competency model. **Learning & Development:** •Develop strategies and programs to prepare current staff so that they have the skills and knowledge needed to support/ enhance performance.

Performance Management: •Design and implement comprehensive strategies, programs, and action plans to improve critical organizational performance; develop change management initiatives designed to build a culture of high performance. **Diversity:** •Develop and implement the diversity and inclusion programs on a global basis. **Culture:** •Work with senior leaders to identify and develop new client culture, values and behaviors. •Utilize workforce analytics to drive change, enhance employee engagement and to inform HR decision and policy making across the organization.

VP helps manage the client business' pivotal roles, with a focus on strengthening long- term succession for these roles, and in the short-term, help to ensure that they are filled with high potential leaders.