Talent Management

A Holistic Approach to Managing your Workforce

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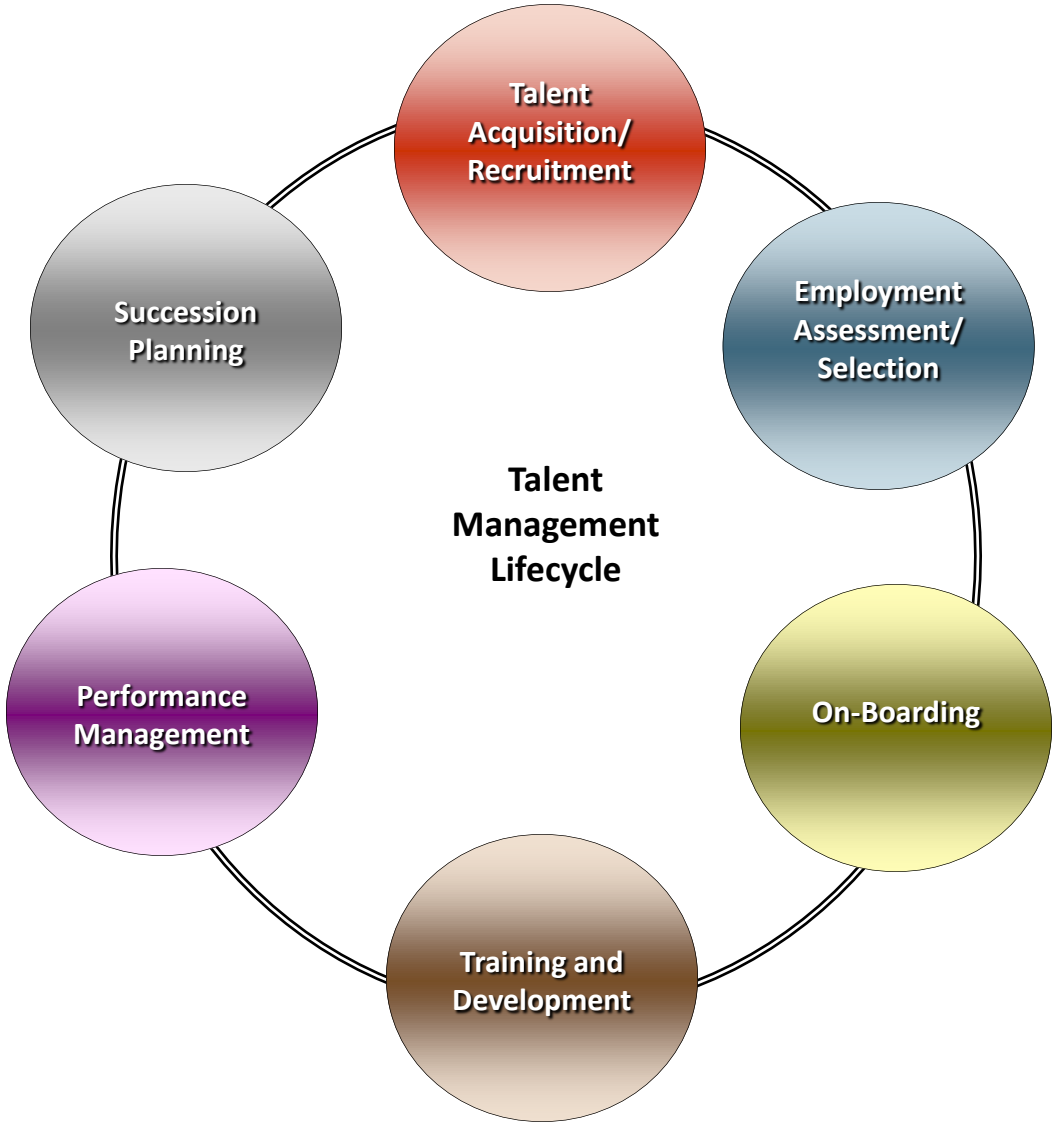
Successful organizations, both public and private, are recognizing that the employment assessment and selection process must be viewed as part of a larger, inter-connected ***talent management strategy***; a strategy where emphasis is not only on attracting, assessing, and hiring top talent, but also on developing and retaining excellent employees.

***Talent Management* =** the implementation of integrated strategies or systems designed to increase workplace productivity by developing improved processes for attracting, developing, retaining and utilizing people with the required skills and aptitude to meet current and future business needs.

***Talent Management* =** holistic view of entire HR life cycle, including recruiting, assessment, hiring, on-boarding, training/development, performance management, and finally succession planning.

ENGAGING TALENT



ENGAGING TALENT

- Single most expensive and ***precious asset*** in most organizations is their workforce.
- ***Engagement*** and ***retention*** are a critical part of the talent management lifecycle.
- ***Engagement*** and ***retention*** of employees are often key to delivering better organizational results.
- Goal to create a workplace that is ***engaging*** and ***motivating***, where candidates are eager to become a member of the organization's team and where employees want to stay, grow and contribute their knowledge, experience and expertise.

It is the role of HR and organizational leaders to foster an environment for excellence.

ENGAGING TALENT

TALENT MANAGEMENT begins with an effective recruitment and selection strategy, but continues through the entire talent lifecycle.

ENGAGING TALENT

Why does Turnover Matter?

- •. Research suggests that direct replacement costs can reach as high as 50%-60% of an employee's annual salary
- Total costs associated with turnover can range from 90% to 200% of annual salary.

- Motivation and engagement must come from both the employee and the employer.
- Employees must be motivated to be successful.
- Employer must provide resources, opportunities, recognition and a positive work environment for employees to be successful.
- Engagement influences motivation. It is directly related to how hard people work and how long they stay with the organization.

TALENT ACQUISITION/ RECRUITMENT	***Engaging Candidates by:*** • Connecting with candidate using interactive recruitment strategies • Recruiting to find a person-organization fit as well as a person-position fit • Providing a realistic job preview as part of the recruitment campaign • Including internal candidates in your recruitment plans • Creating and maintaining a talent pipeline of skilled candidates
EMPLOYMENT SELECTION/ASSESSMENT	***Engaging Candidates by:*** • Using assessment methods that are considered by candidates to be relevant to the job • Assessing candidate "fit" or the compatibility of the candidate with the organization as a whole as well as with the target job • Using a candidate-friendly mode of administration
ON-BOARDING	***Engaging New Employees by:*** • Providing a formal on-boarding process for new hires • Providing supervisors and new hires with the information and support necessary to make a successful career transition • Offering a "buddy" program for new executive recruits • Providing resources for supervisors of employees who are reassigned due to a reduction in force

TRAINING AND DEVELOPMENT/SUPPORTING ALL EMPLOYEES	***Engaging Employees by:*** • Ensuring that employees acquire the knowledge and skills they need to perform their jobs • Providing an opportunity for employees to learn new skills and a possible opportunity to promote.
PERFORMANCE MANAGEMENT	***Engaging Employees by:*** • Providing feedback and recognition for employee accomplishments. • Providing recognition and appreciation for excellence on the job • Providing training plans to support career goals.
SUCCESSION PLANNING	***Engaging Employees by:*** • Providing mentoring programs, formal staff development programs, and cross-training opportunities to support a succession plan.

TALENT ACQUISITION/ RECRUITMENT

Messages conveyed while organizations recruit will influence future employees' engagement and commitment.

Evidence supports that recruitment practices strongly influence eventual employee turnover.

ENGAGING TALENT

TALENT ACQUISITION/ RECRUITMENT

Engaging a candidate during the Talent Acquisition/ Recruitment Phase can include:

- *Connecting with candidate using interactive recruitment strategies.*
- *Recruiting to find a person-organization fit as well as a person-position fit .*
- *Providing a realistic job preview as part of the recruitment campaign.*
- *Including internal candidates in recruitment plans.*
- *Creating and maintaining a talent pipeline of skilled candidates.*

Using Interactive Recruitment Strategies……

Why Social Media?

The top three reasons recruiters are using social media networking is to:

- Reach passive job seekers
- Control costs
- Source candidates for specialized, hard to recruit positions

Using Interactive Recruitment Strategies……

Why Social Media for LAUSD?

- Traditional recruitment tools yielded high volume but low quality
- Need cost-effective tools in an era of limited resources
- Be at the forefront of education in public schools
- Show that LAUSD is the “Employer of Choice”
- More flexibility to align recruitment strategy with the District’s mission, vision and goals

The Evolution of Social Media

WEB 1.0

- Static
- One way
- Website

WEB 2.0

- Constant updates
- Interactive
- FB, Podcast, Twitter, Blogs, Wikis, Apps etc.

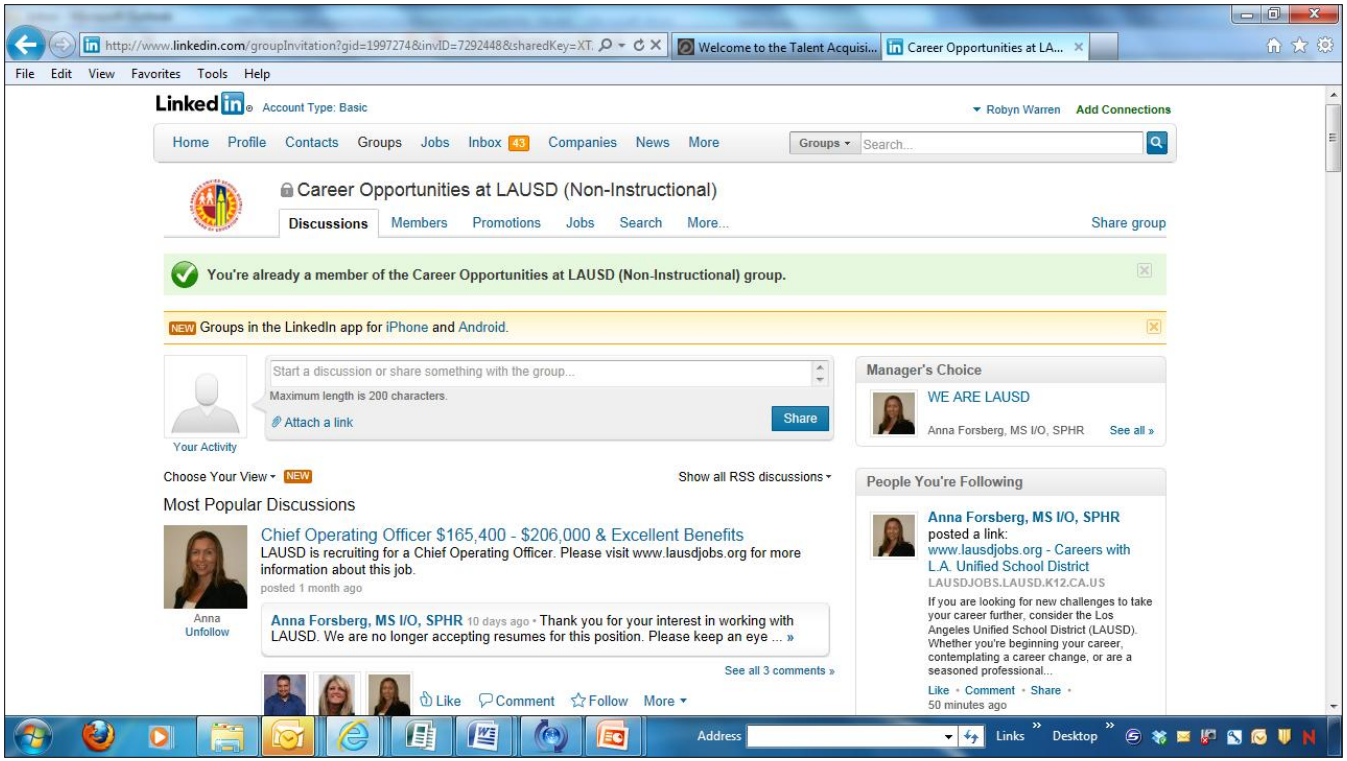
WEB 3.0

- Live
- 3D portals, avatar representation, Tinychat etc.

We Are Here

TALENT ACQUISITION/ RECRUITMENT

Linked In



ENGAGING TALENT

TALENT ACQUISITION/ RECRUITMENT

Twitter

ENGAGING TALENT

TALENT ACQUISITION/ RECRUITMENT

Facebook

ENGAGING TALENT

TALENT ACQUISITION/ RECRUITMENT

Recruiting to Find a Person/Organization Fit……

Employees tend to stay with an organization when there is a fit not only between themselves and the job, but a fit between themselves and the organization.

Recruitment messages should include accurate information about the culture and values of the organization.

Much of this can be communicating with the Employer Brand. An Employer Brand is the organization's “promise” to the candidate.

ENGAGING TALENT

OUR BRAND

Talented People. Innovative Minds.

Bringing Excellence to the Business of Education

Conveys the following messages:

- The LAUSD is seeking innovative and talented individuals to fill our business related (non teaching-related) jobs.
- The message fits well with LAUSD's mission to be innovative and strategic in their delivery of K-12 education.