Talent management and leadership development

Developing talent strategy to build and retain talent

**Problem statement**

- Should my organisation nurture talent from within or attract it from outside?
- How successful is my organisation in engaging and retaining key employees?
- Does my organisation have a talent-retention strategy and are current processes aligned to it?
- Is employee performance directly affecting the financial performance of my organisation?
- Who will lead the important SBUs going forward?
- How to identify and manage high potential employees?

81% of companies in India feel availability of key skills is a major area of concern, and 65% feel that rising cost of labour can pose challenges.
How we can help

A majority of Indian companies anticipate serious talent management issues and plan to modify their talent strategies to address them in the coming years. Grooming existing talent to achieve competitive advantage has become inevitable for organisations. PwC’s talent management offering provides solutions covering all aspects of the talent cycle.

Areas of work

Talent strategy and process
• Designing and implementing a talent strategy that is in alignment with the overall business strategy and HR strategy and addresses questions such as build vs buy, succession planning strategy and employer branding
• Developing competency frameworks from both behavioural and functional perspectives, which are in alignment with the organisation strategy

Talent assessment
• PwC has proprietary international tools and methodologies developed by BIOSS, which can be used for talent identification, development and movement to the next level. The methodology and tools used are as below:
  • Levels of work
  • IRIS: To assess the capability of emerging leaders
  • MCPR™: To examine the current capability and future potential of an individual
  • LPA™: To assess 29 characteristics covering six key areas that govern how an executive functions
• We also have rich experience in assessment centre methodology used to assess talent across levels:
  • Designing assessment centre tools basis competency framework
  • Running assessment centres

We can support our clients in the following areas of work:

Talent development
• PwC’s talent development offerings address current and future development needs of the individual and the organisation:
  • Designing and deploying different learning methodologies for skill building
  • Designing leadership development frameworks and linking leadership development to culture and values of the organisation

Benefits to the clients
• You get access to wide subject matter expertise with PwC and a comprehensive pool of external associates.
• We help develop high potential employees for leadership roles.
• We identify and retain key talent in the organisation.