



# Talent Management

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?
- Is my talent strategy directly contributing to the business plan and delivering value? What metrics should be tracked to ensure ROI?
- What is the best approach to identification and management of high potential employees?
- What governance mechanisms should be implemented to drive seamless execution of the talent strategy?



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
- Identifying and implementing metrics to track effectiveness of the strategy and measure RoI



### 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
  - MCPA™: 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



### Talent development

- Addressing current and future development needs of the individual and the organisation
- Designing and deploying different learning methodologies for skill building
- Creating growth paths and career tracks that can give direction to training interventions
- Implementing systemic interventions to track developmental progress and skill gaps



### Benefits to the clients

- You get access to wide subject matter expertise with PwC and a comprehensive pool of external associates.
- We explore and define a talent strategy based on organisational realities
- We identify and retain key talent in the organisation.

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