ADAPTIVE TALENT MANAGEMENT
FOR THE FUTURE

• Assessment and Leadership Development at all Levels
• Succession Management
• Selection
• Performance Management

Talent Ready for Business | DDI

CHANGES AHEAD
Question

Has your organization determined the agility points in your talent system to be able to remain on pace with the business (or ahead of the business)?
- Yes
- No

HR Leadership and Agility is Mission Critical

HR Mission:
• Create and execute on an adaptable talent management system
• Keep talent 1 Step-ahead of changes in business
DDI’s Global Leadership Forecast

13,124 Leaders
2,031 Organizations
48 Countries

Today’s Management Challenges

- Anticipating and reacting to change
- Acting decisively without always having clear direction
- Navigating through complexity, chaos and confusion
- Maintaining effectiveness despite constant surprises
Three “VUCA Ready” Practices

- High-quality development plans
- Practice/receive feedback from managers on key skills
- Organization is current on the status of leadership talent capability

Top Five Leader Skills to Meet the Challenges of VUCA

1. Managing and Successfully Introducing Change
2. Building Consensus and Commitment
3. Inspiring Others Toward a Challenging Future Vision
4. Leading Across Generations
5. Fostering Employee Creativity and Innovation

How VUCA Ready are you?

- Talent Strategy linked to business strategy
- Talent functions reflect FUTURE needs
- Fluid profiles reviewed every 18 mos
- Revenue generation driven decisions
How VUCA Ready are you?

- Agile talent management elements
- Hire and promote for adaptive traits
- Quarterly review of talent strategy
- PMP “Hows” and development planning agility
- Continuous and Scalable LD
- Org. design for collaboration and innovation

Creating a Learning Mash-up

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<th>April-June</th>
<th>July-September</th>
<th>October-December</th>
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<tr>
<td>Core Curriculum 1</td>
<td>Core Certification 1</td>
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<td>Challenges of Transitions</td>
<td>Influencing</td>
<td>Leadership through Transitions</td>
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- Assessment
- 360 and personality Inventories
- Prework
- Action Learning
- Kickoff Development Planning Meetings (DDI Coach, Boss, Mentor)
- Repeat 360 to Assess Behavior Change
- Development Planning Meetings (DDI Coach, Boss, Mentor)

= Core Curriculum
& Ongoing Development

Learning 2.0 components

Job Growth Experiences

Informal Learning, Feedback, and On-the-job Experience

Manager/Sr. Leader Kick-off Webinar

Leader Blog: What leadership means to participant, how they will use new skills

Wikis: Tying leadership skills to business outcomes – how do they link together?

Discussion Board: Participants seek feedback from BU leaders on ideas, best practices
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Sign up to receive info. on DDI webinars

Manufacturing Specific - “People Side of Lean”
4 Part Series on Assessment
Behavioural Interviewing
Ready Now Leaders
Leadership Transitions
3 Must Dos for Developing Leaders

Questions?
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Thank You
Questions? Want More Information? 
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