



THE TALENT GRAB

CLOSING THE GAP BETWEEN WORKFORCE POTENTIAL AND PERFORMANCE



The problem often existing in organizations is the failure to recognize the difficult financial truth regarding the employee performance. The truth is that only engaged employees are assets to the high performing organization. All others are liabilities. The extent to which they are one or the other is a function of leadership.

————— **KEVIN S. SMITH** —————
President, Vie Associates

THE TALENT GRAB

ABOUT THE TALENT GRAB...

The leaders of successful 21st century organizations understand the paradigm shift that has occurred over the last few decades. Gone are the days when long-term competitive advantage could be obtained through the purchase of new technology, the leveraging of supply chains, or even geographic location. History has shown these to be temporary advantages - typically copied over time. However, there is one element of every organization that cannot be mimicked..... the workforce.

As more organizations come to understand that a highly engaged workforce is the only long-term competitive advantage, quality, highly engaged employees seem more difficult to come by. This is causing a **critical competitive shift in efforts to find, attract and keep quality talent**. We refer to this as **THE TALENT GRAB**.



HOW SECURE ARE YOU ABOUT YOUR CURRENT WORKFORCE?

Many organizational leaders *feel* their employees are satisfied with their current job. Do you know how many of your employees would leave tomorrow if given another offer?

STATISTICS

BEHIND THE NUMBERS OF EMPLOYEE ENGAGEMENT

All too often, focus put on strategic human resources is categorized as “soft skilled” or “motivational”. In fact, looking inside the numbers, one can’t help but see hard impact human capital can have on the organization.

54

Percentage of employees engaged.

17

Percentage of the workforce that are actively disengaged

51

Percentage of workers open to new jobs

The importance of implementing an effective Talent Management program are reflected in the numbers regarding employee engagement and active and passive job seeking

- 54% of the workforce is not engaged, meaning they lack motivation and are less likely to do more than is required in order to achieve organizational goals. (Gallup 2015)
- 17% of the workforce is actively disengaged, indicating they are unhappy and unproductive at work. (Gallup 2015)
- 51% of employed workers are either actively seeking or open to a new job.

70% of organizations have a weak pipeline. Cost per day of operating without a key player? \$7,000

Average time for a new manager to become productive: 6 months

The percentage of company’s employees who are using their strengths frequently: 20%

The cost of losing a talented employee: at least 1.5 times the burdened salary

■ THE FOCUS OF THIS WORKSHOP

The Talent Grab Workshop is designed to provide participants with the knowledge needed to transform human resources within their organization from a series of administrative tasks to an invaluable strategic function. We will focus on the complete spectrum of talent management essentials from workforce planning to leadership development.



WORKFORCE PLANNING

Organizations investing time and resources into strategic workforce planning will have a distinct competitive advantage over those that wait and react to change. This workshop will provide participants the framework to best define and optimize a workforce that can execute the organization's strategy into the future.



TALENT ACQUISITION

Many organizations view talent acquisition simply as a recruiting process. Best-in-class organizations implement full circle acquisition processes that include attracting, selecting, hiring and onboarding the best talent for the job. The Talent Grab workshop will introduce participants to a methodology that ensures all critical components of effective acquisition are working together.



WORKFORCE ENGAGEMENT

Actively disengaged employees cost the organization \$3,400 for every \$10,000 in salary. (Gallup). This course will provide participants the knowledge to increase engagement levels significantly within their organization. Even a 1% increase in engagement levels would provide many organizations the ROI on the entire workshop!



LEADERSHIP DEVELOPMENT

Effective employee development is much more comprehensive than just training. This workshop will touch base on the critical components of effective employee and leadership development. Participants will learn the critical aspects of creating work experiences, implementing coaching systems and performing training needs analysis.

THE VALUE

Based on our popular presentation, this three day workshop provides executives, HR leaders, supervisors and other business leaders with the mindset, skill-set and tool-set to begin developing the productive workforce needed to thrive in today's business climate.

WHAT'S INCLUDED....

This workshop is not for those who wish to "dabble" in success! Successful participants will be required to take a hard look at current practices, acknowledge and define areas for improvement and create a plan for change. To help participants succeed in these efforts we include the following in every workshop:

1. Instruction facilitated by a Certified Human Capital Specialist
2. A highly interactive workshop with sample case studies and functional exercises
3. A Course Manual with a wide array of tools for "post-workshop" implementation

FREE COMPREHENSIVE ASSESSMENT!

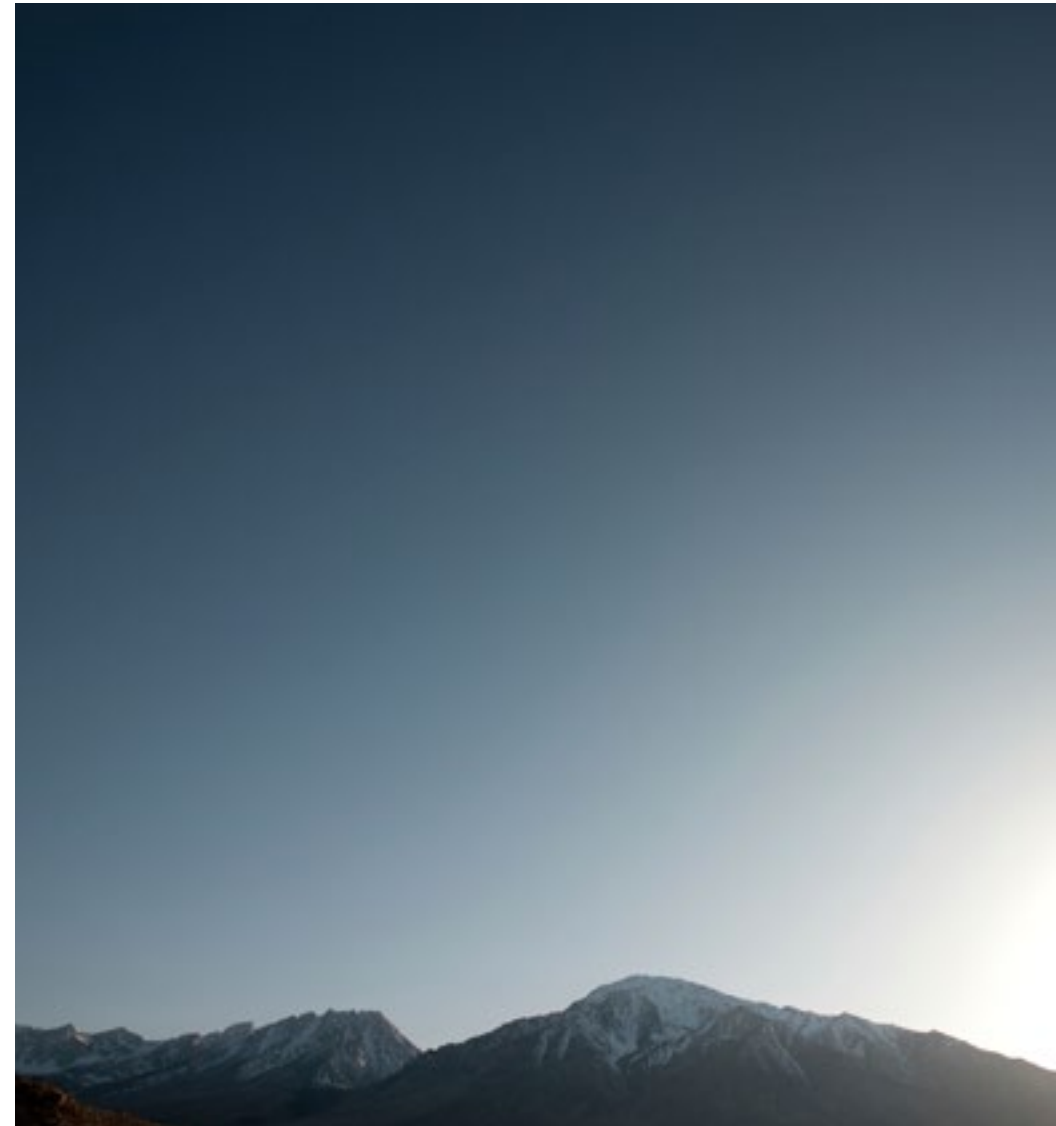
Getting started is the hardest part, but don't worry! With your registration in this program, you will receive a voucher for a FREE TALENT MANAGEMENT ASSESSMENT for your organization! Vie Associates will conduct this assessment with your organization to provide valuable insight in how to best prioritize your talent management initiatives!

This assessment is valued at a minimum of \$1,200!



IT'S ABOUT TIME.

The Talent Grab Workshop is not just about learning new a new skill set. It is also about allowing a leader the time, without distraction, to focus on effective Talent Management.





Otherwise, when would you do it?

We realize that things get busy! Putting out fires and tending to the "urgent" often creates a barrier to developing the long-term processes necessary for taking an organization to the next level. We encourage our participants to view the Talent Grab Workshop not just as training, but an opportunity to "get away" and focus on developing your Talent Management processes. If not now, then when?



Otherwise, how would you do it?

Often times HR professionals have the knowledge, but simply do not have the right tools to efficiently implement the processes they know to be vital to their workforce development. Participants to this workshop will be provided the tools that are invaluable to "post-workshop" implementation - and the knowledge to know when to use them!



DAY ONE...

VALUE FROM THE BEGINNING

The Talent Grab Workshop dives right into the heart of effective human capital management. Creating great systems begins with great planning. Vie Associates incorporates the popular PLAN-DO-CHECK-ACT methodology into the Talent Grab workshop starting with day one.

AGENDA

Talent Management Overview

1. What is Talent Management?
2. The Talent Management Performance Gap
3. The Three C's of Talent Management
4. The financial ROI of effective Talent Management

Talent Branding

1. What is Talent Branding?
2. Employer Branding vs Employee Branding
3. Defining your Talent Brand
4. The Financial ROI of effective Talent Management

CASE STUDY AND APPLICATION



DAY TWO...

GETTING THE BEST ON BOARD

Workforce acquisition is much more than simply recruiting. Effective acquisition includes attracting the right people, implementing an effective selection process and ultimately on-boarding the right people, for the right function, at the right time.

Effective organizations understand the days of simply filtering through applications are over. There is a very competitive market for skilled employees and organizations utilizing defined acquisition practices are winning the war for talent.

AGENDA

Employee Acquisition

1. Talent branding and sourcing channels
2. Effective use of employee assessments
3. Competency based Interviewing Principles

Employee Acquisition

1. Orientation vs. On-boarding
2. The ROI of effective on-boarding
3. Creating your on-boarding framework



DAY THREE...

KEEPING THE BEST ONBOARD

It is often said that an organization's people are its best asset. However this is only true if those people are engaged and performing the right function at the right time. Any other situation represents a liability to the organization as people work at less than 100% effectiveness. Day three of the workshop focuses on recognizing the best talent, keeping them engaged and developing them for the future.

AGENDA

Employee Engagement

1. Knowing your employees
2. Drivers of employee engagement
3. Calculating the cost of disengagement
4. Creating Your engagement program

Employee Development

1. The learning organization
2. Demystifying the 70-20-10 Rule
3. Defining performance zones

Leading and Managing Talent

1. The basics of succession planning
2. Recognizing High Performers and High Potentials
3. Conducting your talent review meeting



“Guiding individual effort toward a common goal fuels ordinary people to accomplish extraordinary things.”



OTHER SOLUTIONS

VIE ASSOCIATES OFFERS A COMPLETE SET OF STRATEGIC HR SOLUTIONS.

If your organization is striving to define its mission, build a high performance workforce or prepare for future workforce disruptions, Vie Associates is here to be a partner in your efforts. We offer a full-circle array of talent management solutions customizable to your specific needs.



Talent Acquisition Services

Our talent acquisition consulting services will provide the skills and tools you need to create a full-circle recruiting and on-boarding program. Need additional help? No problem! Vie Associates offers full service recruiting services to help you fill key positions!



Employee Assessment Services

Many intangible competencies are not measured through even the most effective interview techniques. Vie Associates offers a complete array of assessments geared to provide insight into the "whole person" and guide productive dialogue with a candidate.



Employee Development

If your current training program is not producing the bottom-line results you expect, our Employee Development services may be just what you are looking for. We help clients establish solid employee development programs, effectively measure results of training, and perform evaluations that really work!

HIGH PERFORMING
ORGANIZATIONS DO NOT
EMPLOY LOW PERFORMING
PEOPLE.

- *KEVIN S. SMITH*

**AN OUNCE OF ACTION
IS WORTH A POUND OF
POTENTIAL. CALL US TODAY!**

ARE YOU READY TO **PERFORM BETTER?
CONTACT US TODAY!:**

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