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# Talent Management

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## Talent Management

Even the most creative and well planned Business strategy will not succeed without the right people in place. A Company culture that attracts, develops and rewards talent and strong performance can help your Business to surge ahead of the competition. With many Businesses eager to develop and maintain growth, retaining and motivating key staff is critical and can be costly to overlook. Providing resources to this end helps your employees achieve their best individual potential and helps your Business respond to challenges, enter new markets and move ahead of the competition.

A Company with a talented and successful workforce can develop a public reputation for being a great place to work, which fosters loyalty among current employees, whilst talented Candidates will also be more interested in working for a Company that values its employees and gives them opportunities for continued success.

It is no coincidence that recent surveys reveal that employers expect Talent Management to grow in importance; just over fifty percent rate it as a top priority at their Organisation. In addition, virtually all employers anticipate increased competition over the next three to five years for the key talent their Organisations need in which to succeed. To remain competitive, the ability to link employee performance to Business goals and to understand the key roles and workforce segments that drive Business success are vital, key themes are; leadership succession, leadership training / development, succession planning, key talent / high potentials, workforce planning and employee engagement. Talent Management starts at the top - you need a strong talent base but this will falter without strong leadership, the impact leaders have on Business success and organisational effectiveness is huge.

### What is Talent Management?

Talent Management is a process that emerged in the 1990's and continues to be adopted, as more Companies came to realise that their employee's talents and skills drive their Business success. A good performance management programme encourages employees to aim and achieve beyond their capacities and gives them confidence that their employers are committed to developing their career, not simply seeing them a staff member with a short term future.

### What Are the Benefits of Implementing a Talent Management Programme?

- **Right Person in the Right Job:**

Through a proper evaluation of people skills and strengths, people decisions gain a strategic agenda. Skill or competency mapping allows you to take stock of skill inventories within your Organisation and this is especially important both from the perspective of the organisation as well as the employee, because with the right person in the right position, productivity is inevitably increased. Also since there is a better alignment between an individual's interests and their job profile, his or her job satisfaction is increased.

- **Retaining the Top Talent:**

Despite changes in the economy, attrition remains a major concern for Organisations and retaining top talent is important to leadership and growth in the marketplace. Organisations that fail to retain their top talent are at the risk of losing out to competitors. The focus is now on charting and developing employee retention programmes and strategies to recruit, develop, retain and engage quality people. Employee growth in a career has to be taken care of, as while succession planning is being performed, those who are on the radar need to be kept in loop so that they know their performance is being rewarded.

- **Better Hiring:**

The quality of an Organisation is the quality of workforce it possesses. The best way to have talent at the top is to have talent at the bottom and that is why ever more consistently, Talent Management programmes, training and hiring assessments have become an integral aspect of HR and Recruitment processes.

- **Understanding Employees Better:**

Employee assessments give deep insights to the management about their employees, their development needs, career aspirations, strengths and weaknesses, abilities, likes and dislikes. It is easier therefore to determine what motivates who and this helps define job enrichment process.

- **Better Professional Development Decisions:**

When an Organisation gets to know who its high potential is, it becomes easier to invest in their professional development. Since development calls for investment decisions towards learning, training and development of the individual either for growth, succession planning, performance management etc., an Organisation remains bothered where to make this investment and Talent Management just make this easier for them.

Having a strong Talent Management culture also determines how employees rate their Organisations as a work place. If employees are positive about the Talent Management practices of the Organisation, they are more likely to have confidence in the future of their Organisation. The result is a workforce that is more committed and engaged, determined to outperform their competitors and ensure a leadership position in the market for their Organisation.

## How Can Blayze Unguem Help?

Blayze Unguem delivers Talent Management Programmes to aid and improve the development of key people within your Organisation

Drawing on over 30 years of industry knowledge and an expert panel of professional specialists, we can help Managing Directors and senior HR Professionals strategically manage their Company's most valuable asset - its workforce. Our programmes are designed and run by experienced Consultants and Psychologists, each of whom have significant experience working with both small and large Organisations alike. Programmes can be designed on a one to one basis or group wide and typically include:

- Candidate Assessment
- Personal Development Planning
- Target Coaching
- External Mentoring
- Review, Reporting and Feedback

Our programmes give you valuable time and support to step back, assess your Organisation's current approach to talent and create a personalised action plan for improvement. Our Talent Management Programmes are tailored to meet the needs of your Business and can vary from individual reviews and goal setting, to in-depth 360 psychometric assessments and full blown graduate selections programmes.

For more information and a confidential discussion please contact [info@blayze-unguem.com](mailto:info@blayze-unguem.com)