



S.T.A.R.

*Strategy and Talent
Aligning for Results*

Retention Strategies

Do you provide opportunity, meaning and value for your talent, commensurate with their ability, goals, and appetite for growth? Do you know what the conditions are that will ensure their satisfaction and commitment to the organization?

*Within our **STAR** -Strategy and Talent- Aligning for Results- practice we provide you with tools to measure and track the fit between organizational talent needs and the profiles of high performers and leaders.*

Practice Areas:

- Comprehensive Talent Management System
- Skill Utilization of Top Talent
- Alignment of Reward Systems
- Leadership Development Training
- Employee Surveys
- Employee Forums
- Knowledge Retention Strategies
- Career Planning and Development
- Executive Evaluation

Outcomes

- Full utilization of talent capability
- High levels of satisfaction and motivation amongst employees
- Clear maps of career opportunities within the organization, role requirements, and successors
- Effective reward systems
- Quarterly and annual reviews of Personal Development Profiles
- Coaching and development practices for high potentials
- Consistent processes and training to confront and address under-performance and to reward high performers
- Strategies for re-engagement