



# S.T.A.R.

*Strategy and Talent  
Aligning for Results*

## Strategic Talent Analysis

*Can your talent execute your strategy? Is your talent prepared to meet the challenges your company is about to face? How do you know?*

*Our **STAR** – Strategy & Talent – Aligning for Results – practice is a simple, focused approach to answering the questions above. Our process combines the best practices of strategic planning, succession planning and talent management to produce a targeted development plan that aligns talent with strategy.*

*In the Strategic Talent Analysis, our team works with you and your company's vision, strategy and business objectives to determine the talent needs of your organization – present and future.*

### Practice Areas:

- Vision and Strategy Validation
- Environmental Scan
- Organizational Analysis
- Organization Design Review
- Key Roles Review
- Talent Review & Gap Analysis
- The STAR Plan

### Outcomes

- An evaluation of how your strategic plan impacts your organizational structure
- Identification of talent needs to execute on strategy
- An objective understanding of the bench strength of your current talent
- A plan to close the development gaps between current talent capabilities and future strategic needs