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# Accelerated Talent Planning, Development and Retention



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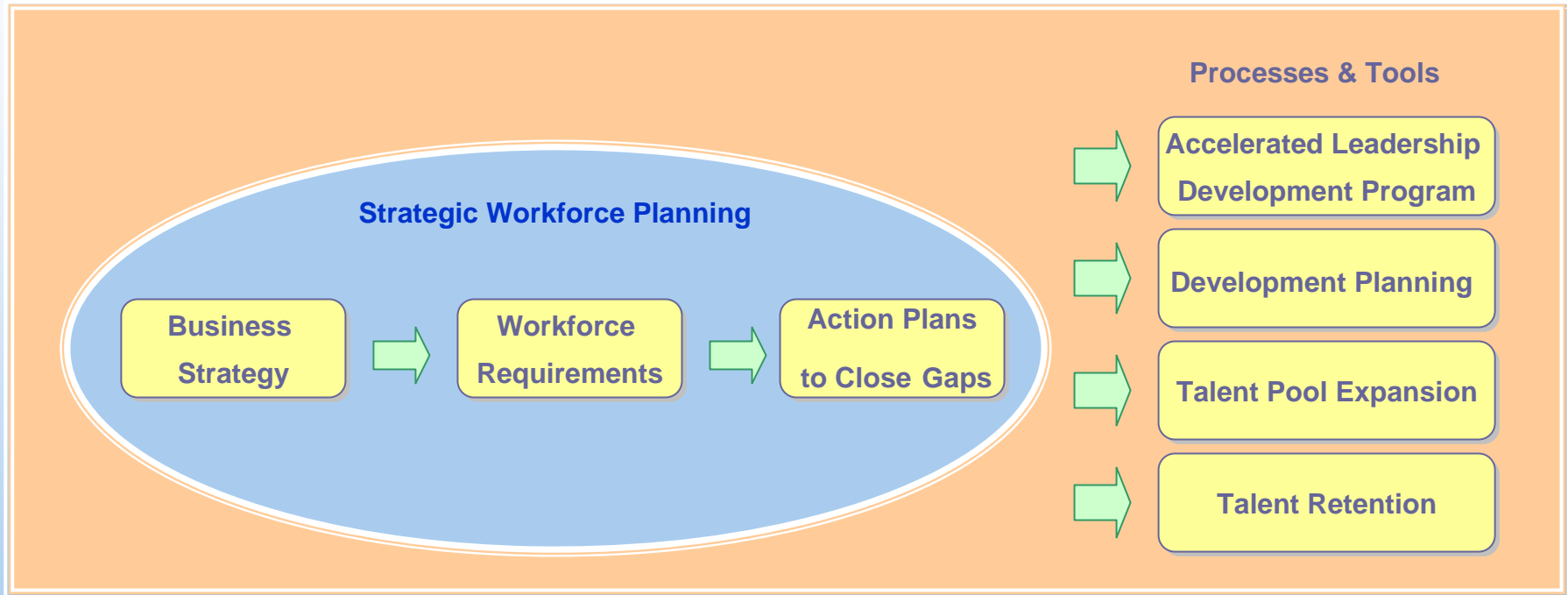
# Agenda



## Accelerated Talent Planning, Development and Retention

- Strategic Workforce Planning (SWP)
- Accelerated Leadership Development Program (ALDP)
- Talent Retention

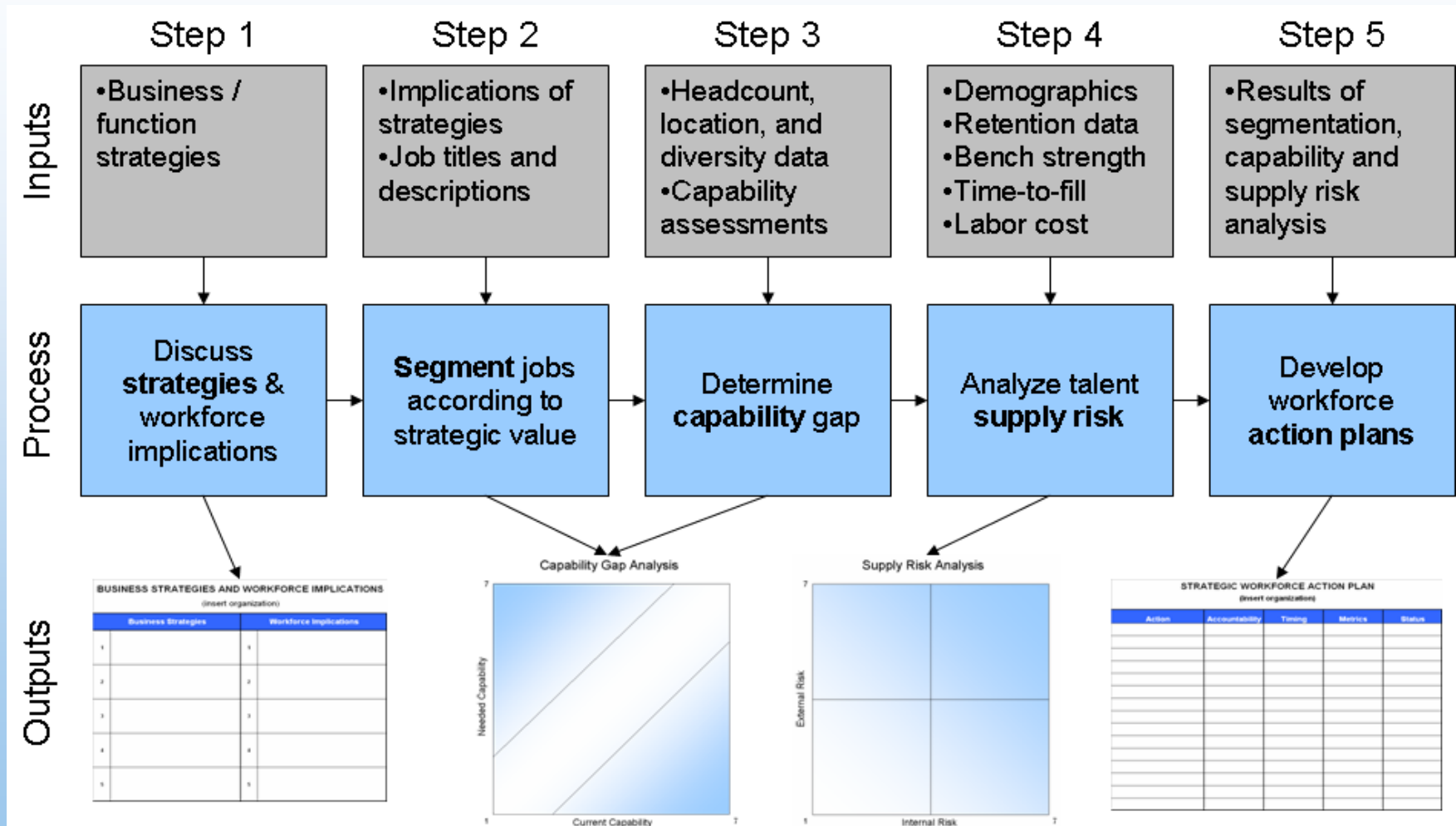
# Talent Planning, Development and Retention Model



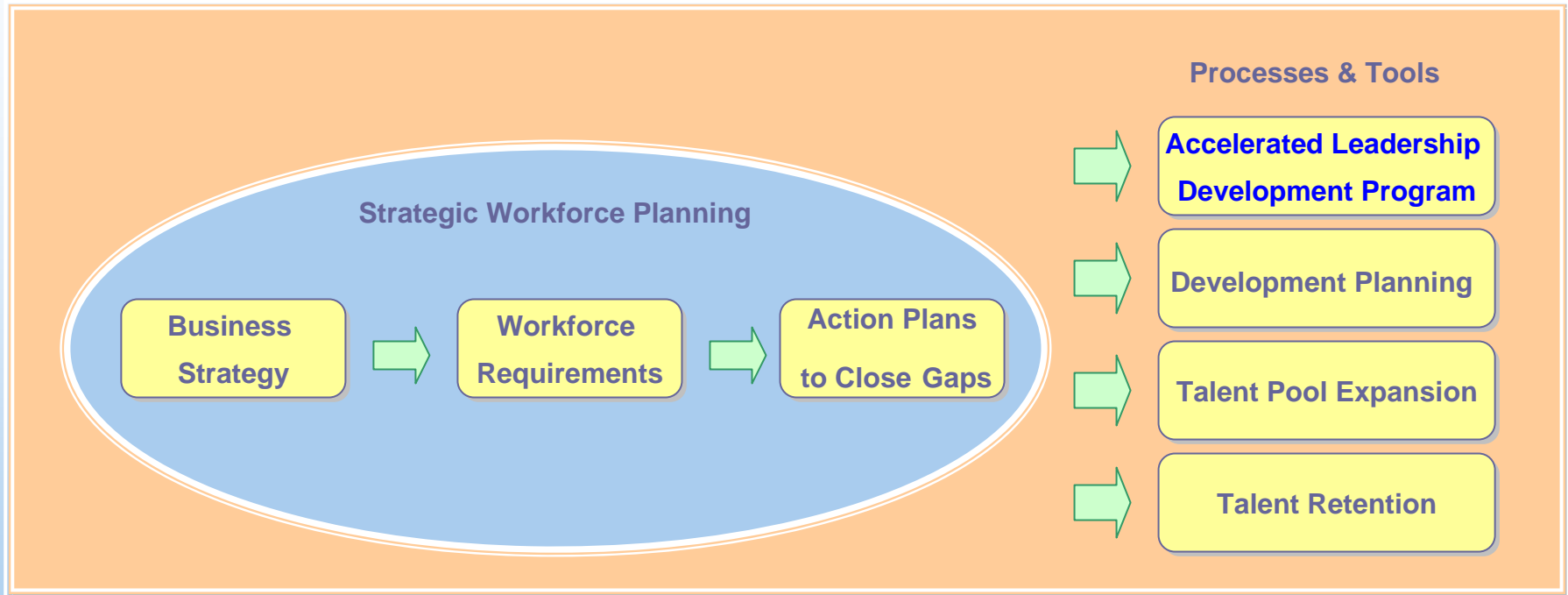
**Strategic Workforce Planning (SWP)** process provides a framework and systematic method to:

- Broadly identify the workforce requirements needed to execute the business strategy
- Translate business strategy into talent strategy
- Prioritize and guide talent management decisions and activities

# Strategic Workforce Planning Process



# Talent Planning, Development and Retention Model



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# Accelerated Leadership Development Program -Process Design I

## **Business/Functional Leader**

“Day in the Life of a Vice  
President/GM type of role”  
*(Influence an Organization)*

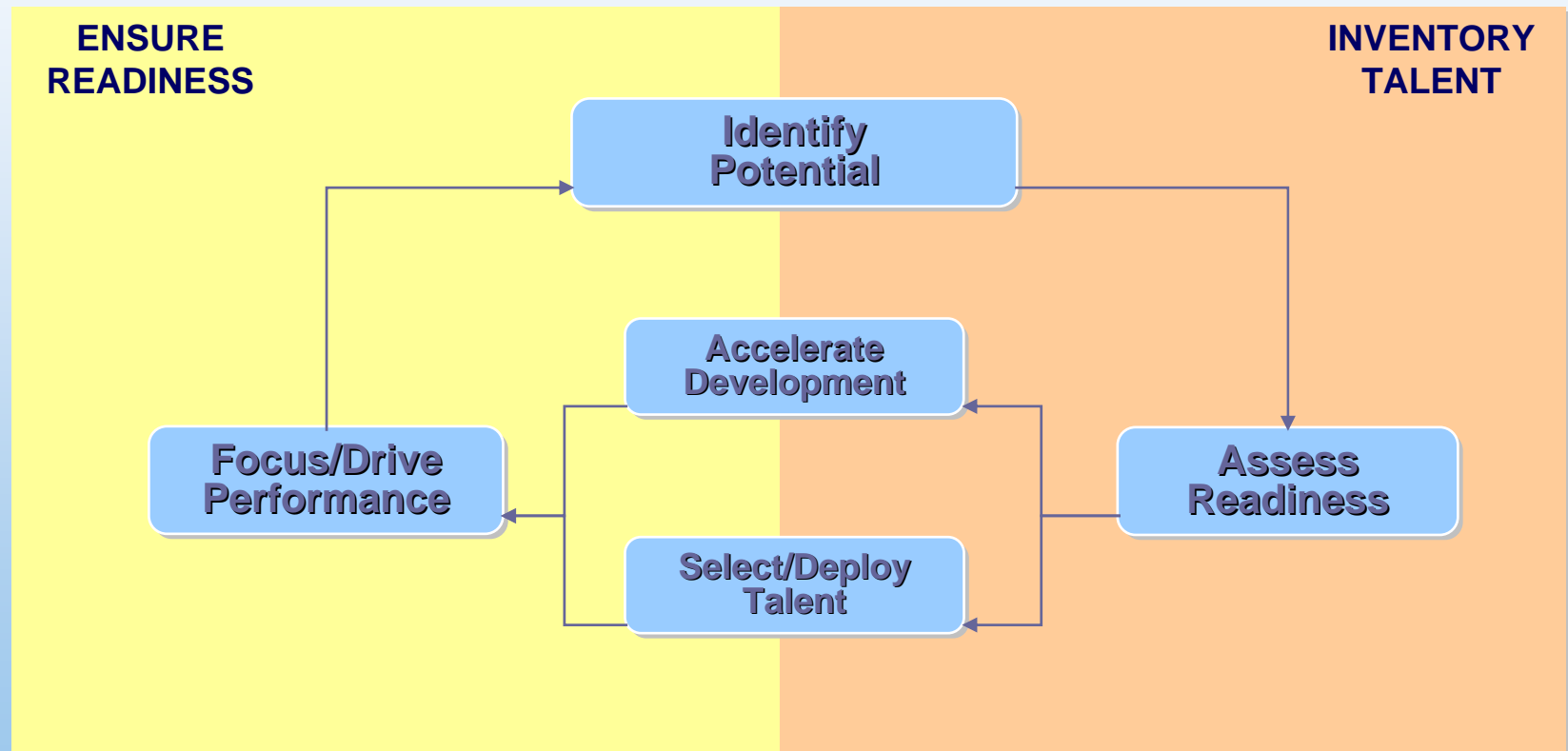
Potential role (II)

## **Current role**

Individual contributor  
People/Process Leaders  
*(Lead a Team)*

Current role (I)

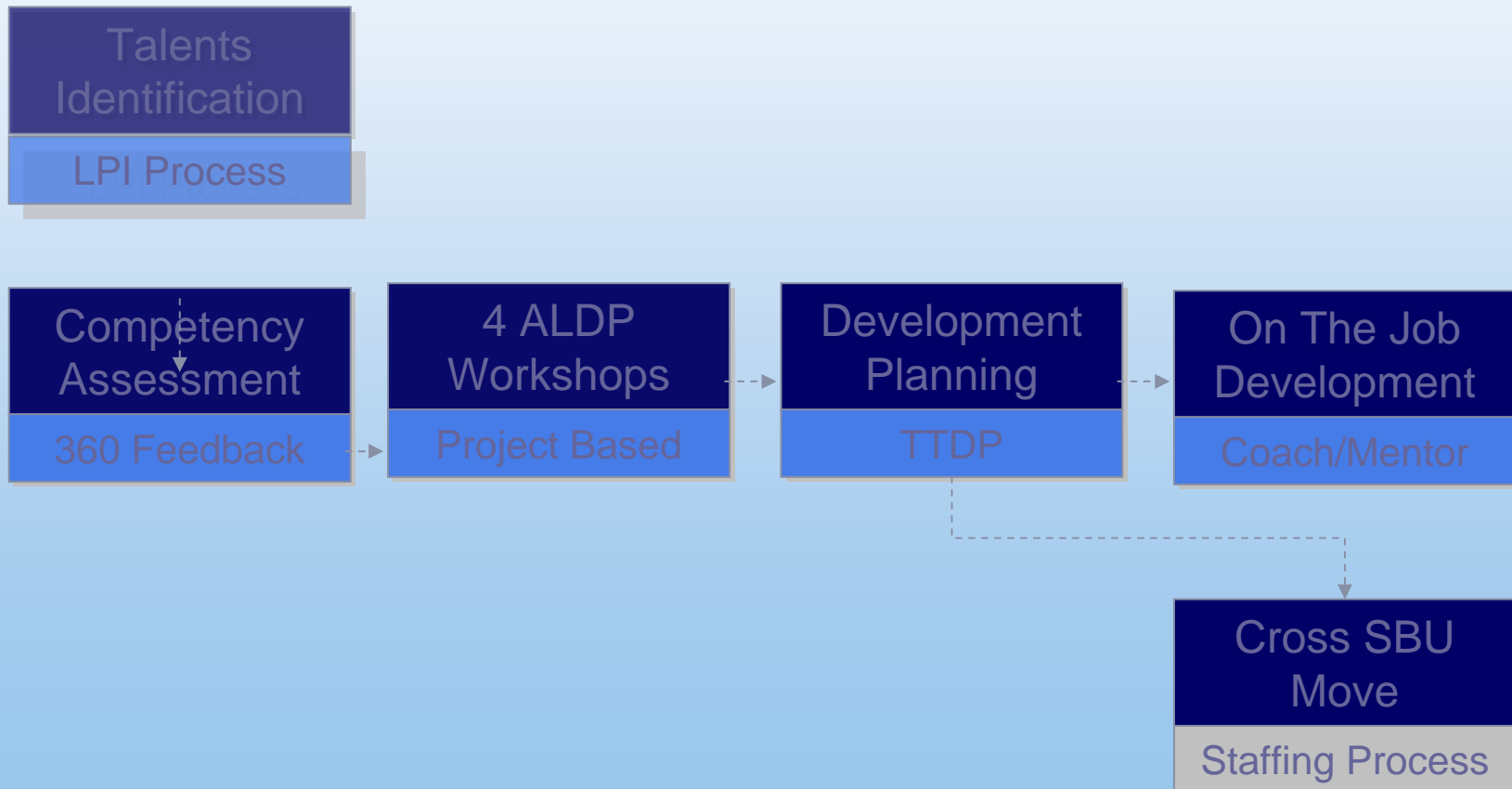
# Accelerated Leadership Development Program -Process Design II



# Accelerated Leadership Development Program

## -Process Design III

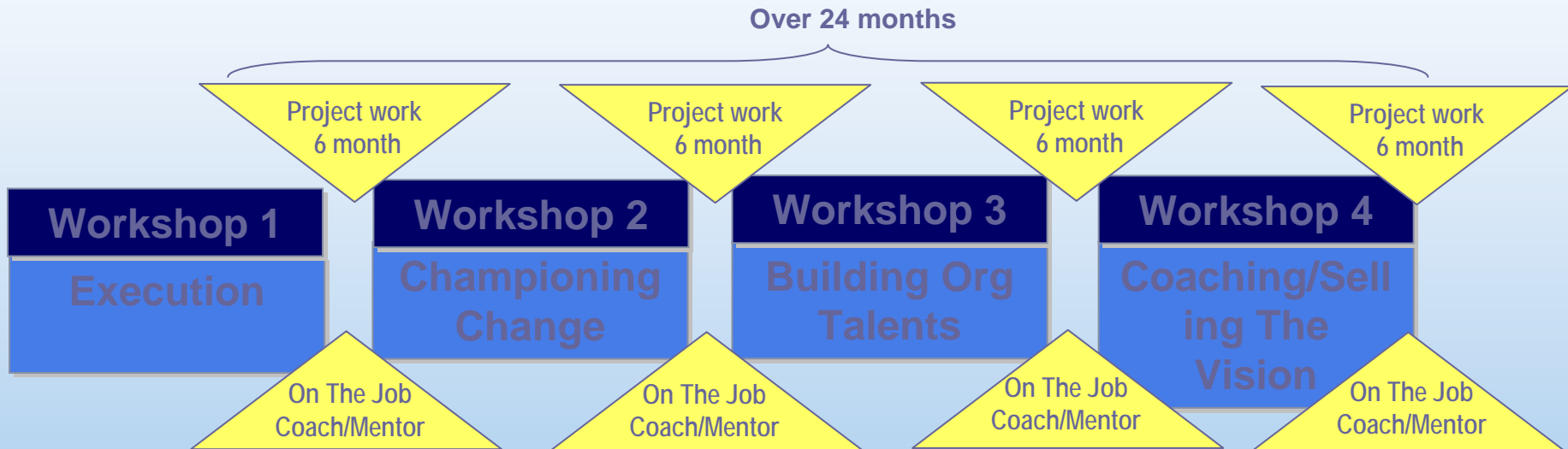
A 2-Year Intensive Talent Development Acceleration Process



# Accelerated Leadership Development Program

## -Process Design IV

### Project Based Action Learning



Approach: Project Based Action Learning Workshops  
Development through doing, stretches, exposing

# Accelerated Leadership Development Program -Process Design V

## Critical Timings

- Critical development need to occur by certain timing
- Critical timing drives development timeline of Top Talents

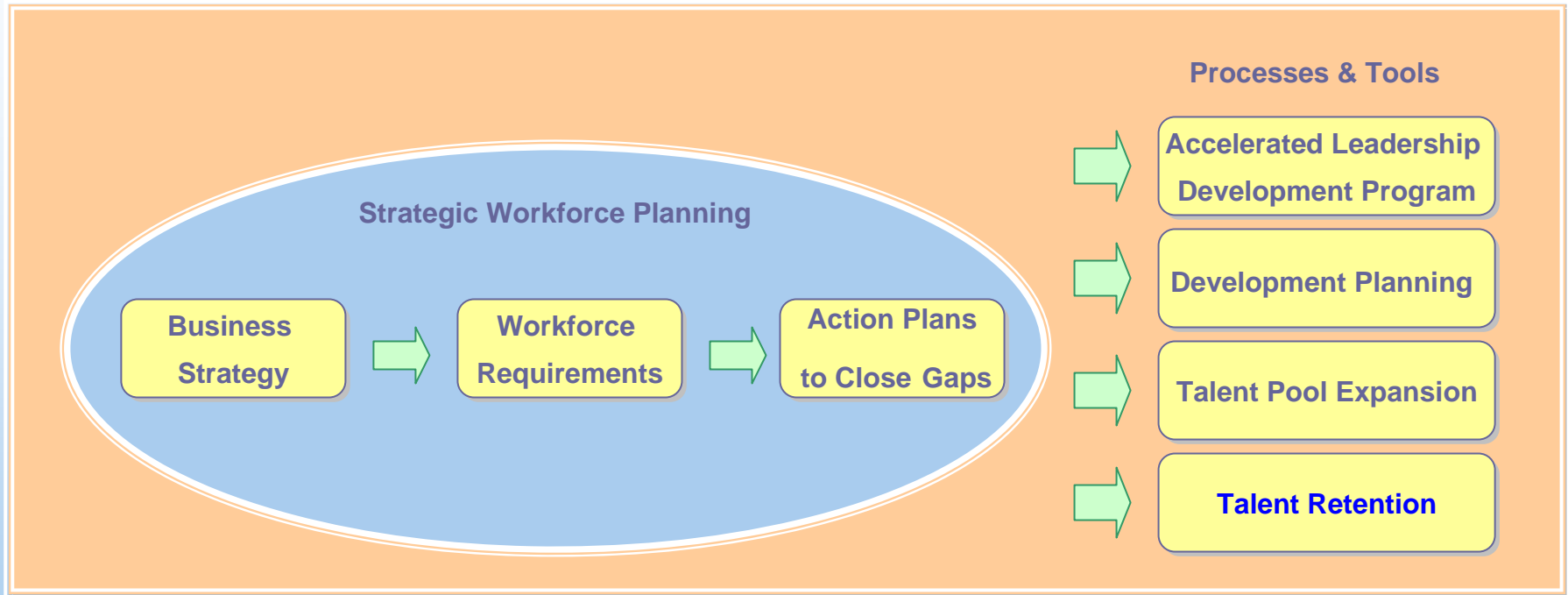
## Job Experiences

- Primary means of development is actual job experiences
- Plan series of experiences to maximize development

## Governance

- Leadership pipeline can only be realized across corporation, not within business units
- Decisions on job assignments for development of Top Talents must be optimized across corporation

# Talent Planning, Development and Retention Model



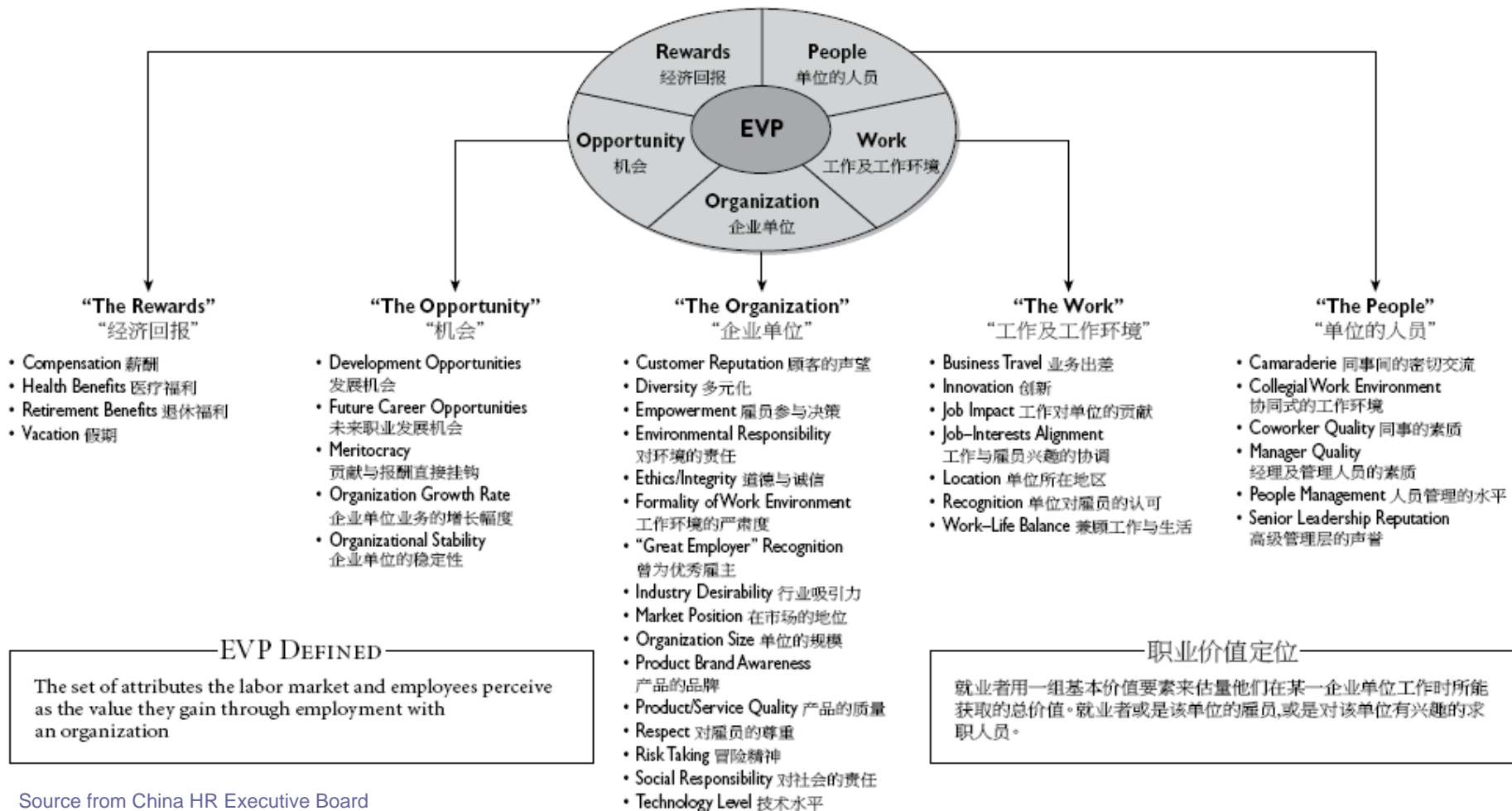
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# Talent Retention-Employment Value Proposition

## TESTING THE EMPLOYMENT OFFER ACROSS 38 ATTRIBUTES

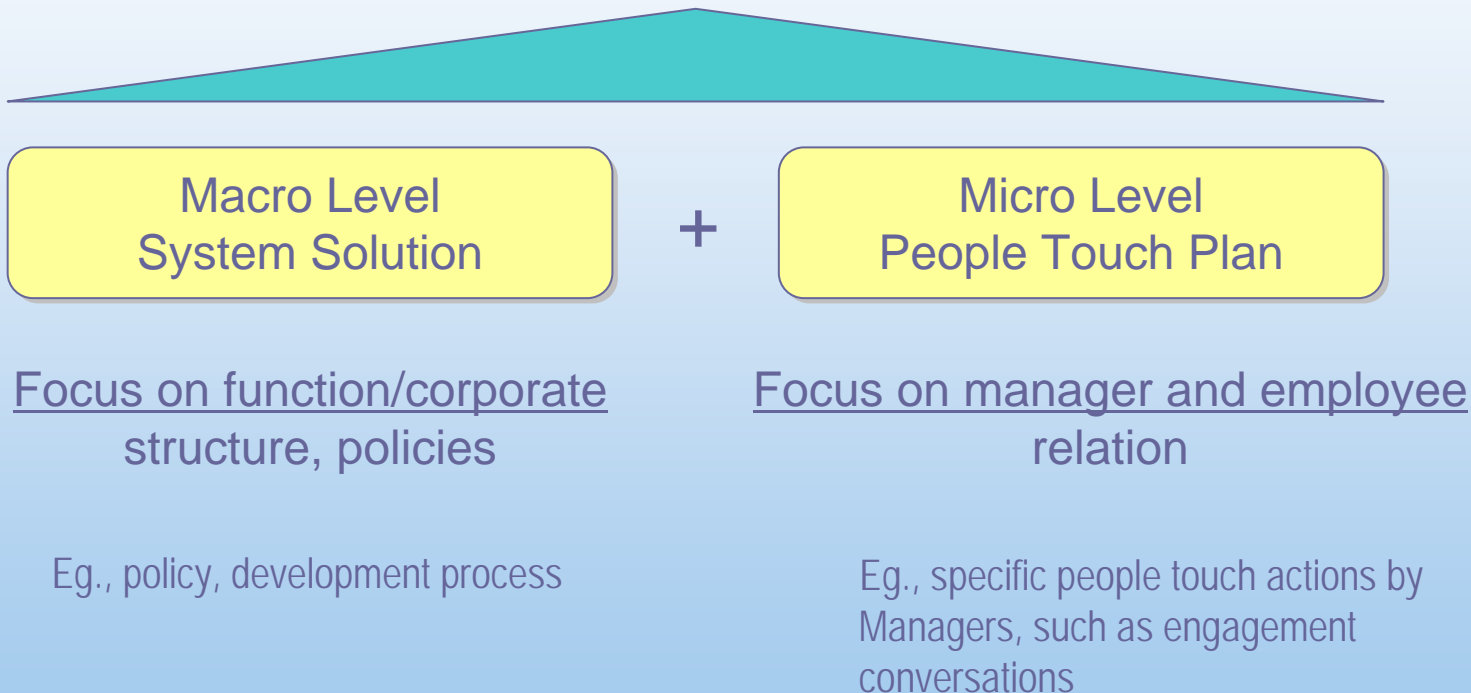
Which attributes attract and/or retain employees in China?



Source from China HR Executive Board

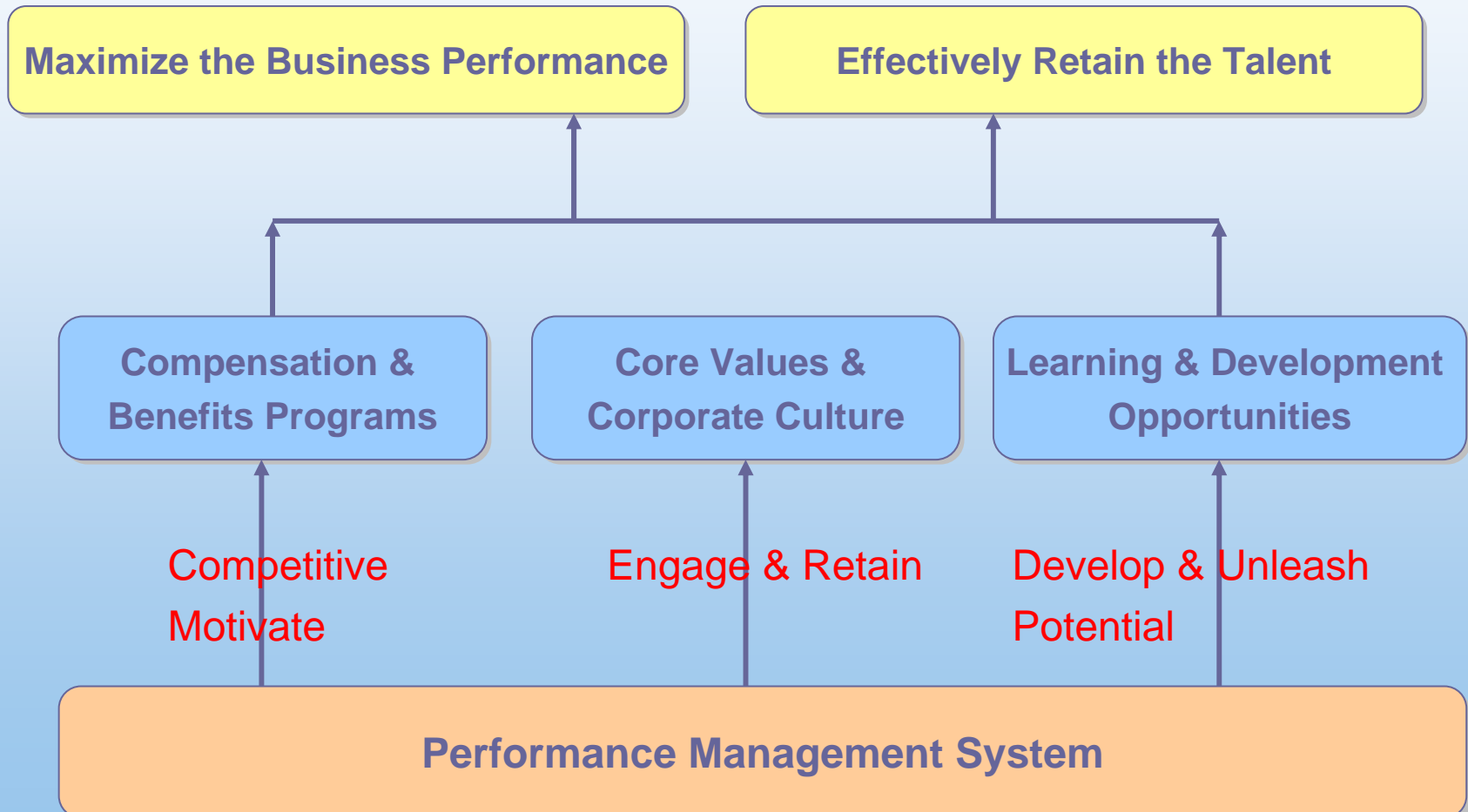
# Talent Retention-Our Approach

## Targeted Retention Individuals



# Talent Retention-Our Approach (Macro)

## Maximize Outstanding Performance & Effective Retention of Talent



# Talent Retention-Our Approach (Micro)

The Tools/Steps	Descriptions	Supporting Tools
<p>1</p> <p>Management alignment</p>	<p>Align with Function Leaders and get commitment by project team</p>	
<p>2</p> <p>Retention Focus List</p>	<p>Identify retention focus employees prioritize with retention risk level by managers</p>	<p>Retention Focus List + <u>Retention Risk Assess</u></p>
<p>3</p> <p>Assess Retention Driver</p>	<p>Retention driver survey by both employees and managers</p>	<p>Retention Driver Analysis Individual + <u>Retention Driver Analysis Manager</u></p>
<p>4</p> <p>People Touch Plan</p>	<p>Managers develop people touch plan for individuals based on step 3</p>	<p>People Touch Plan</p>
<p>5</p> <p>System Solution</p>	<p>HR, Function Leaders develop system solution to refine policy and others</p>	<p>System Solution</p>
<p>6</p> <p>Formal Regular Review</p>	<p>Regular review progress of people touch plan implementation and step 5</p>	

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