

Identifying and Developing High Potential Talent



Vangent's P3 Talent Management™ Solution helps optimize your talent and succession planning by enabling you to:

- ◆ Predict high potential and job fit for mission-critical positions
- ◆ Plan for talent placement, development, and succession
- ◆ Perform at the highest levels by aligning the right people with the right responsibilities at the right time

The P3 Talent Management Solution combines best of breed assessment content and performance consulting expertise with a cutting edge technology platform to provide a fair, fast, and objective way to assess talent and close critical skill gaps across your organization. It was designed to help maximize talent planning preparedness and address today's most pressing human capital challenges including:

- ◆ The loss of key talent through retirement and turnover
- ◆ High job failure rates resulting from reactive, subjective promotion and placement decisions
- ◆ Shallow talent pools as planning focus is limited to a small circle of individuals already known to top leaders
- ◆ The absence of an objective means to assess and identify high-potentials for future job assignments
- ◆ Inability to prescribe specific individual development to close critical skill gaps

prepare

Talent Planning Success Starts with the P3 Talent Management™ Solution

Build Vital Bench Strength – successfully identify and develop those that create the most value for your enterprise

Enable Growth Strategies – strategically support the talent build-out of your organization

Support Restructuring Activities – quickly and effectively determine the future leadership of your new organizational structure, and impart essential new skills required for success in new or changed positions

Better.

P3 Talent Management offers a better solution than traditional Talent Management products and services. Better in that it addresses the key issues of talent shortages, unacceptable job failure rates, and ineffective talent and succession plans. Better in that it's consistent, objective, and validated. Better in the fact that our methodology is grounded in 40+ years of research – we understand what it takes to be effective in higher-level positions.

Faster.

You simply won't find a more comprehensive talent management approach that can be implemented in less time. "Go Live" in two weeks, with full analysis and planning in as little as ten weeks. Who can afford to wait 9-12-18 months for results?

Easier.

P3 Talent Management is a hosted solution so there is no software to buy and install and no IT headaches. It's easier on employees as their time commitment is limited and assessments are administered online. It's easier on managers as they get comprehensive workforce planning data without all the red tape. It's easier on HR and Organizational Development departments as implementation resource requirements are minimal and the solution can easily scale to evaluate high potential talent at lower levels of the organization.

Best of Breed Approach – Streamlined Process – Meaningful, Actionable Outputs

System for Testing and Evaluation of Potential (LH-STEP™) Assessment

Combines select measures of background, personality, skills, cognitive ability, and attitudes to provide a whole person assessment of individuals

- Backed by 40+ years of research and over 90 validation studies
- More **valid** than personality tests
- More **reliable** than opinion surveys
- More **relevant** than performance evaluations
- More **flexible and faster** than competency mapping

9-Box Promotability Matrix

Evaluates Potential and Skill Fit across your employee pool for a given job profile

- Objectively measure your bench strength
- Determine who your "ready now" candidates are
- Compare any candidates against any job profile across functions or levels of responsibility

Individual and Group Development Plans

Maximizes the speed at which individuals are prepared for higher level responsibilities by closing business-critical skill gaps

- Takes the guesswork and research out of developmental planning
- Maximizes learning productivity by eliminating the need to search for options, and targeting learning to only those skills required
- Provides a solid action plan for performance management