**Talent Identification Template**

Successful organizations align direction with their internal talent, and in partnership move the enterprise forward with pursuing and achieving strategic and operational goals. Having the right individuals in critical roles, provides additional support to ensure that specific goals are achieved. In addition, talent also provides insights into gaining market share, increased profitability, achieving higher engagement in the organization, to name a few examples. In addition, keep the following items in mind:

* Increased engagement and participation for High-Potential talent and leadership
* Retention strategies for long-term gain with individuals
* Creating meaningful development plans that are connected to organizational goals

Another essential element is to consider a definition that will be applied throughout the entire organization consistently. Aside from the definition, are there are any requirements, standards or specific factors that need to be considered? Having this information is beneficial to all operational areas to apply when assessing talent during the Performance Management process and when speaking about results during the talent review and finalizing succession planning. A few additional thoughts:

* Discuss the concept of High-Potential Talent with leadership
* Partner with HR Business Partner (Talent Dev.) and create process and implementation plan
* Involved Business Partners for additional buy-in and collaboration

Programming for High-Potential talent at an organization begins at specific levels. Now more than ever, high-potential talent needs to be developed. There should be resources that the employee can leverage formally and informally. Development should be considered from multiple aspects - business, relationship-based, developmental, experiential, and career-based, to name a few. A few thoughts to consider:

* A formal program for High-Potential leveraging all available resources for the employee
* Create development opportunities that provide diverse experiences for internal talent
* Leverage organizational leadership for formal and informal programming

Finally, identifying, providing ongoing development and promotional opportunities for talent in your organization is critical to overall success. With our current times, and individuals having different options while seeking their next role – businesses are focusing on attracting, developing, promoting internal talent continues to be a top people strategy. Having a consistent approach to defining talent and providing informal and formal development programming is key for short and long-term success in any enterprise.

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| **Talent Definition…** |
| **Notes:**  What are the benefits of having High-Potential individuals in your organization? |
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| **Talent IdentificationStandards/Definition/Requirements…** |
| **Notes:**  What is your organization’s definition of High-Potential Talent?  Is there any other supporting information needed to help with HiPo Identification?  (Examples: DEI Strategy, Workforce demographics, Location, Leve of Responsibility, etc.) |
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| **Talent Programing…** |
| **Notes:**  What informal and formal programming is available for your High-Potential Talent?  At the Individual Contributor Level?  At the Leadership Level?  At the Executive Level? |