

What Is Integrated Talent Management and Why Should Every HR Professional Know About It?

Foreword

So, is Integrated Talent Management another buzzword or is it the next BIG thing to transform HR within today's organisations?

What is it?

There isn't a single agreed industry definition, but in our experience, Integrated Talent Management is when several of eight HR disciplines (see below) are interconnected with each other to create a holistic approach to Talent and the employee lifecycle:



The range of activities carried out by the HR function requires a wide variety of skills, experience and knowledge.

The people who specialise in rewards are likely to be very different from those delivering learning and development and those responsible for recruitment.

In addition, as organisations grow, these activities become more distant and silos of activity emerge under each discipline.

This diversity and separation of activities creates the challenge that Integrated Talent Management seeks to solve – the reintegration of these various activities and teams to deliver people strategies and processes which:

- Are more efficient
- Deliver a greater commercial value to the organisation
- Have one agreed philosophy of talent built in to every stage of the employee lifecycle

For any company reliant on the quality of its people, Integrated Talent Management creates a significant competitive advantage.

An Example of How It Works

You no doubt have rigorous selection processes to ensure the people you recruit are a good match for the role you need them to perform.

The tools used during the selection and recruitment process produce a great deal of information about the strengths and weaknesses of those you recruit, but what happens to this data?

In many cases the honest answer will be 'nothing'.

With Integrated Talent Management:

- Selection criteria are aligned to the internal Talent criteria used to promote and develop individuals
- The outputs from the assessment immediately enable the creation of a 100% tailored personal development plan for the individual, which is delivered via a Talent mentoring scheme
- The outputs also feed automatically into your performance management and succession planning processes.

How to Start Achieving Integrated Talent Management

The Curve Group can support you by breaking down the journey to achieving Integrated Talent Management into manageable steps making the transition simple and achievable.

We create a bespoke Strategic Account Plan which includes a roadmap to facilitate this transition and deliver the support required in order to enable your business to achieve alignment in the following three key areas:

- **Horizontal Alignment:** The barriers between the different HR disciplines need to be dismantled whilst valuing, maintaining and developing the expertise that each discipline brings to the overall result
- **Vertical Alignment:** Talent Management needs to be aligned to and deliver the central business mission, vision, values, strategy and processes
- **Organisational Alignment:** The whole organisation needs to understand and be bought into the Talent process

If you're interested in finding out more about how we can help you with the strategic and operational aspects of your Recruitment and HR management i.e. with your people, we would love to hear from you.

Give us a call on 01295 811486 today or find out more about what we do and other ways to get in touch via our website: www.thecurvegroup.co.uk.

Established in 2004, we are the UK's largest privately-owned Recruitment and HR provider. We deliver agile, ethical and configurable people solutions across the entire Recruitment and HR spectrum. Our mission statement, or quest as we would say, is to create extraordinary people solutions that transform working lives.



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