



## DIRECTOR, TALENT MANAGEMENT

### *Role Solution Overview*

The Director of Talent Management role solution helps our clients accelerate designing and driving future-focused talent management strategies, tools, metrics, and processes in the areas of leadership development, performance management, talent review, succession planning, employee engagement, organizational effectiveness and diversity, equity and inclusion.



*Optimize performance management, talent review, succession planning, employee engagement, organizational effectiveness and diversity, equity and inclusion.*

To fulfill this strategic role for clients, the Director, Talent Management solution brings a broad range of expertise, abilities and leadership skills, including:

- Design and implement succession management and talent review processes, including program administration, tools, education, and enhancements.
- Design and implement performance management process, including program administration, tools, education, and enhancements.
- Define, develop and deliver Leadership Development programs (high-potential, early career and executive programs) as well as foundational employee education programs, and other learning and education initiatives to build a pipeline of future leadership talent.
- Develop a strategy for leadership assessments addressing the unique needs at each stage of an employee's career.
- Partner with your HRBPs and business leaders to establish meaningful development plans for key/top talent.
- Provide guidance and thought leadership to build and execute your talent management and workforce planning systems/processes.
- Build and maintain a toolkit for HRBPs; provide training for HRBPs.