

MANAGER, TALENT MANAGEMENT

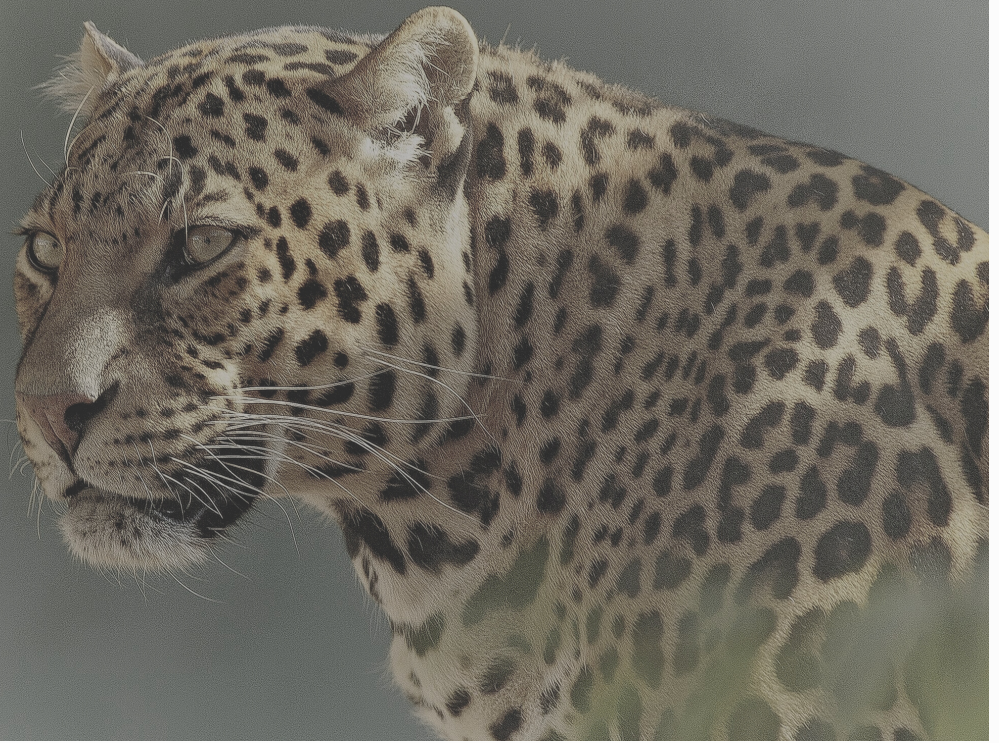
Role Solution Overview

The Manager, Talent Management role solution contributes to a client's success by helping to define and execute the talent management strategy, programs, tools, and systems to maximize talent and engage the workforce. This role helps enable efficiencies, build capabilities and capacity for the talent management function. This includes partnering with the talent management team, HR division, vendors, and cross-divisional business partners to proactively bring recommendations and innovation to support business strategies. This solution can lead high-impact initiatives and act as a representative in cross-divisional forums, as appropriate.

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

- Help oversee a portfolio of talent management programs and projects that support HR divisional priorities in-line with client's strategy.
- With a focus on leadership development, lead and develop programs and resources from end-to-end that support client's workforce with the skills and capabilities needed to achieve business goals.

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- Conduct appropriate analyses to continuously evaluate needs of internal customers and employees. •Identify and provide recommendations for talent management process and program improvements. •Research trends, opportunities, threats, competitors, and other factors that affect talent management programs. •Help promote program quality and success through management of action items, issues, and decisions, assessing risks, initiating change requests, identifying resource needs, meeting deadlines for deliverables, and financial planning.
- Collaborate effectively with HR and key stakeholders to ensure that each program/project is on strategy, on time, and within budget. •Manage the progress of programs and projects and regularly communicates the project status to manager and stakeholders. •Can manage both external and internal business relationships with vendors, clients, strategic partners, and agencies. •Help build capabilities of the talent management team.

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