

The Periodic Table of Talent

Strategy							Catalysts	
Al Align	An Analyze	D Differentiate	Talent Solutions		Work Solutions		Td Talent Dialogue	
Ba Business Alignment	Wp Workforce Planning	Wi Workforce Intelligence	Rs Recruitment & Staffing	Ld Learning & Development	Kc Knowledge & Collaboration	Od Organization Design	Mcc Mass Career Customization™	
Rm Risk Management	Cws Critical Workforce Segments	Tr Talent Roadmap	O² Orientation & Onboarding	Sm Succession Management	Wd Work Design	Jd Job Design	Rt Rewards Transformation	
Hrs HR Strategy	Ta Talent Assessment	G⁴ Generational Strategy	Pm Performance Management	Ad Accelerated Development	Gm Global Mobility	V Virtual Workplace	Ev Employee Value Propositions	
		M Metrics	Gs Global Sourcing	Co Coached Organization	Sn Social Networking			
Infrastructure								
T Technology	Sd HR Service Delivery	Di Diversity & Inclusion	Cm Change Management	Er Ethics & Responsibility	C Communications	Cu Culture	Le Leadership	

Strategy

- Work with your senior leadership team to get clear on your company's top business priorities
- Identify the critical workforce segments that drive value to the business
- Use talent dialogue in each segment to link business and talent strategies
- Select the metrics you'll use to monitor the progress and impact of talent initiatives

Solutions

- Consider both talent-focused and work-based solutions
- Identify the top needs for core and differentiated solutions
- Assign responsibility for making sure talent and workplace solutions deliver the intended results
- Build talent dialogue and clear metrics into the development and roll-out of every solution

Catalysts

- Consider catalysts that will redefine talent priorities and drive dramatic improvements

Infrastructure

- Assess the status of your HR infrastructure in terms of service delivery, processes, roles, and technology
- Identify what technology upgrades—both in HR and across the organization—are required to support the talent and work solutions you need
- Focus on culture, change, and communications issues
- Engage and develop your leaders at every level

□ Core □ Differentiating