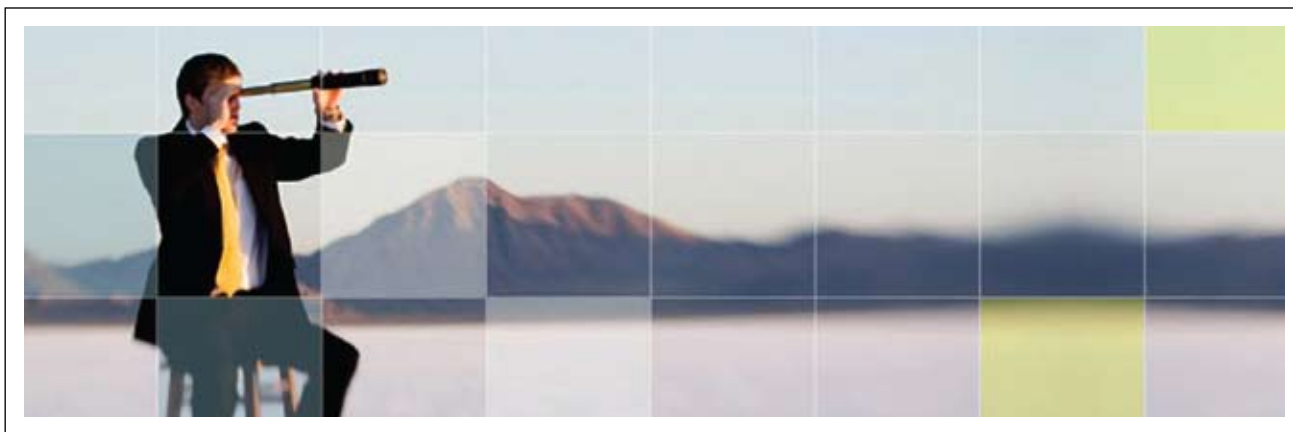
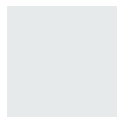


TALENT INSTITUTE



Unleash Capability ■ Reduce Risk ■ Gain Competitive Advantage



ABOUT THE TALENT INSTITUTE

The **Talent Institute** is a professional services firm that specialises in helping clients develop and implement talent strategies to more effectively manage the acquisition, deployment, development and retention of talent to support current business strategies and to prepare for future challenges.

Our focus is on *reducing people risk* in organisations - which ones to hire or promote and when - how to train and develop them to their fullest potential - and how to organise them and systems around them to maximise their collective potential. Our combination of psychological insights and real-world business experience removes the guesswork from making decisions about people.



Our team of psychologists and experienced management consultants offer proven solutions for hiring and promoting the best, identifying and developing extraordinary leaders, enhancing organisational capability and unleashing talent.

Our work is grounded in organisational psychology and the science of measuring and developing people and organisations.

A virtual management consultancy, we deliver services at any location preferred by the client.

SOLUTIONS

Our solutions focus on six key areas:

STRATEGY-DESIGN

- People | Talent
- Retention
- Future Leader
- Succession Management

TALENT MANAGEMENT ARCHITECTURE

- Competency Frameworks
- Job and Success Profiles
- Selection Process
Re-engineering

RISK INTELLIGENCE

Using competency-based assessments
in the context of:

- Selection (accurate hiring and promotion)
- Talent Reviews (future leaders | high-potential employees | bench strength analyses)
- Graduate-selection
- Workforce-integration (mergers and acquisitions)
- Organisational Restructuring | Realignment
- Role-readiness (succession management)
 - Career Planning and Development
 - Accelerated Development

TALENT DEVELOPMENT

- Career Management Workshops
- Team Development Interventions

COACHING

- Transition Coaching (leaders in transition)
- Executive Teams and Boards of Directors (increased team effectiveness)
- CEO-designates

EXECUTIVE CONVERSATIONS

On subjects such as:

- Talent Risk Assessment
- Identifying and Developing Top Talent and Future Leaders
- Succession Management, Bench Strength Analyses and the Green Organogram
 - Selection for Greenfield and Brownfield Projects

MORE INFORMATION

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www.talentinstitute.co.za

■ SOUTH AFRICA

■ AFRICA

■ MIDDLE EAST

REGISTERED OFFICES

Richards Bay - South Africa

Dubai - United Arab Emirates