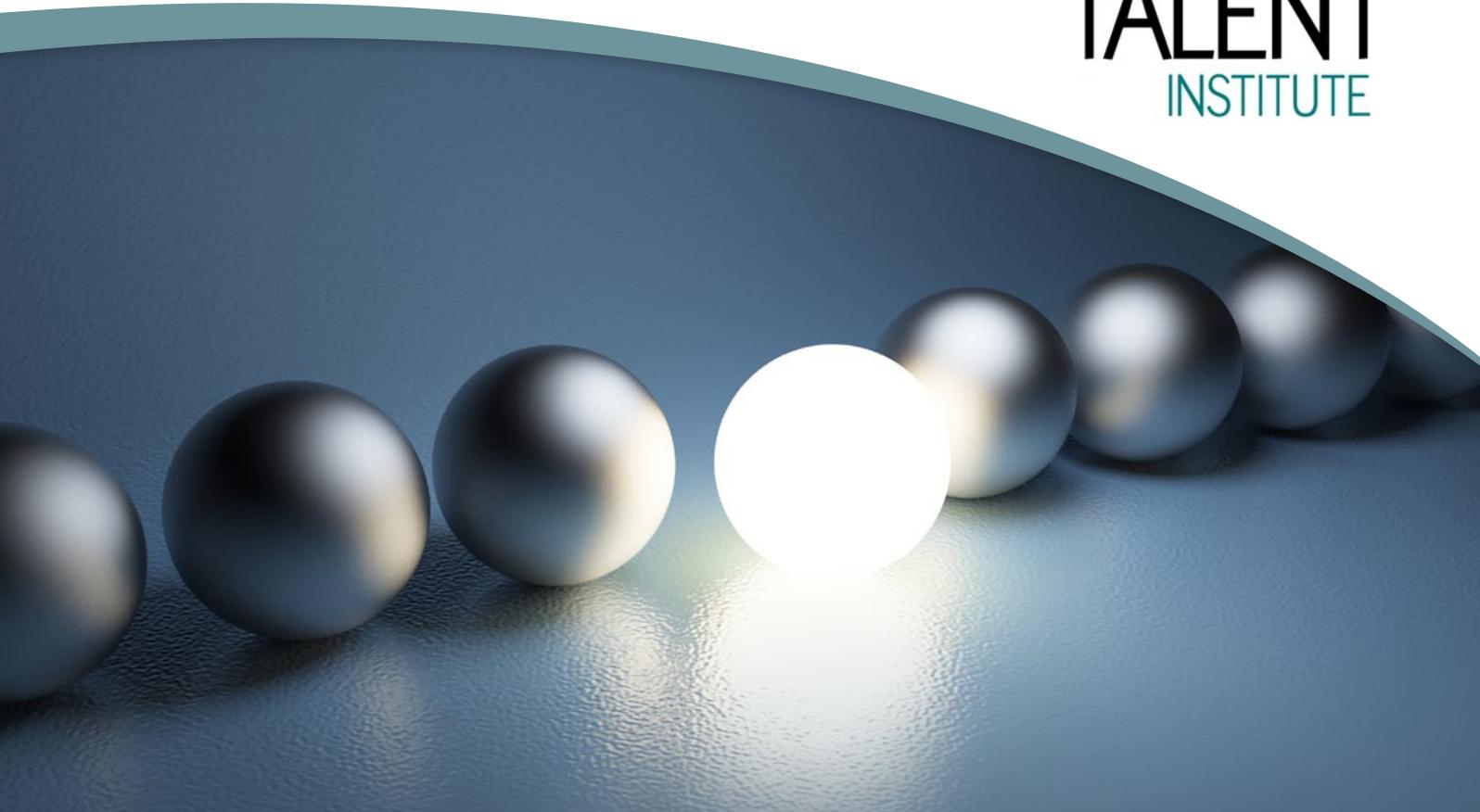


TALENT INSTITUTE



UNLEASH CAPABILITY ■ REDUCE RISK ■ GAIN COMPARATIVE ADVANTAGE

About Us

The Talent Institute is a boutique professional services firm that specialises in helping clients develop and implement 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 develop them to their fullest potential – and how to organise them and systems around them to maximise their collective potential.

Drawing on *robust talent analytics* and real-world business experience, our *psychologists* offer proven solutions for hiring and promoting the best, identifying and developing extraordinary leaders, enhancing organisational capability, and unleashing talent.

Grounded in organisational psychology and the science of measuring and developing people and organisations, we remove the guesswork from making decisions about people.

Through the use of technology and a virtual operating model, we are able to deliver services at any location preferred by the client.



“We leverage talent analytics and insight to improve decision-making about people in organisations. In particular, we guide selection decisions and investment strategies so as to achieve improved performance.”



Talent Risk

Talent risk comes in different shapes and forms, but in the main it revolves around capability and capacity.

Capability risk is associated with building the skills an organisation needs to compete now and in the future, whereas **capacity risk** relates to succession into critical roles, and the retention of critical people and teams.

At a detail level these risks translate into:

- An insufficient pipeline of future leaders
- A lack of depth of internal candidates for critical roles (weak bench strength)
- Difficulties in recruiting top talent
- Poor selection practice
- Difficulties in retaining key people
- Skills and expertise required by the organisation in the near future are not developed
- A lack of compelling development opportunities for top talent
- Under-performing teams (including a dysfunctional Executive Team)
- A disengaged workforce
- A fragmented approach to talent management.



Areas of Practice

Our focus is on helping our clients minimise their exposure to talent risks. As such, our interventions focus on four key areas:

1 Strategy-design and Business Process Reengineering

In addition to facilitating the design of actionable and robust talent management strategies, we use audit-processes to collect data so as to reengineer broken talent management processes (e.g. selection, performance management). Simultaneously, we work with our clients to create the platform that supports an integrated approach to talent management.

2 Risk Intelligence

Using rigorous analytics to drive evidence-based workforce decisions, we integrate consulting, information and technology to help our clients achieve lasting impact and measurable results.

Our psychologists employ high-end psychometric measures and assessment centre methodology to collect analytics that are interpreted at both micro and macro levels. In most cases we are retained to assist with selection decisions, the identification of HiPOs and future leaders, developing a view on bench strength for key roles, and providing a lens on development needs across organisational levels.



Areas of Practice continued ...

3 Succession Management and Decision-Support

Succession management secures future leadership capability, which is critical for driving organisational performance that wins in the changing world of work.

Drawing on sound models (e.g. Drotter and Levels of Work), we work closely with our clients to design and institutionalise succession management strategies and governance. Invariably, we provide decision-support as regards successor potential and the transition-readiness of identified high-performers.

4 Capability Development

We understand that there are no simple, existing models or programmes, which will be sufficient to develop the levels of collective leadership required to meet an increasingly complex future. Current and future leaders have to adapt to a VUCA-world (volatility, uncertainty, complexity and ambiguity) that requires new capabilities.

We facilitate the design of leader development blueprints so as to build capability across organisational levels and talent segments. Specifically, we work with clients to create and implement leadership strategies that are aligned with business strategies.

Talent Analytics – The Advantage of Knowing

Selecting from a range of alternatives, we partner with you to create assessment solutions that best suit your objectives.

Your Challenge

Our Solutions Help You Determine...

Accurate Selection	Who you should hire or promote and why
Sound Investment Decisions	Who would yield the highest return on an investment in development resources
Succession Management	Who you should groom for key roles and why
Organisational Restructuring	Who has the right skill-set for the new challenge
Building Capacity	Where the talent gaps are and the extent of your organisational vulnerability and exposure to risk
Early Identification of Future Leaders	Who will deliver shareholder value and build high performing teams
Business Growth	Who are capable of executing strategy
Driving Change	Who can innovate and facilitate change
Leader Assimilation	What the new leader should address during the first 100 days in a new role



Advisory Services

At the heart of our advisory services are deeply knowledgeable people with a broad range of experience in applied psychology and talent management good practice.

We come to the table ready to share our points of view, and to work collaboratively with you to create the answers to your challenges.

Topics might include a leadership development philosophy, strategy and architecture, or a leadership model, competency framework or strategic capabilities, or your concerns about possible exposure to human capital risk.

How We Engage

Our engagements are guided by a set of beliefs and practices that are essential to producing the outcomes you expect. We work with you and your organisation to provide the most effective and efficient way to deliver solutions.

Reasons for Retaining the Talent Institute

If you are keen to:

- **Diagnose the maturity level** of your organisation's current talent management practice.
- **Design a talent** management strategy.
- **Create the architecture** necessary to support the implementation of talent management good practice.
- **Develop an understanding** of your organisation's exposure to people risk (misaligned capability, broken leader pipeline, retention, ready-now successors for key roles, malfunctioning teams, poor selection practice).
- **Identify HiPOs** and future leaders.
- **Develop a quick read on leader capability** or bench strength (to meet current and future business challenges).
- **Introduce selection good practice** (external hiring and internal promotion).
- **Collect risk intelligence** in respect of key employee segments (in the context of mergers, acquisitions, organisational restructuring, de-mergers, new business ventures, succession for key roles).
- **Develop a blueprint** for leader development.
- **Require professional support** with science-based screening processes for high-volume job applications (in the context of green or brownfield projects).



Start a Conversation

We would like to have a conversation with you about your specific needs. We hope that it will evolve in a working relationship, but in any event, we are confident that we can offer you the benefit of sharing experience, and we know we will benefit from learning about you, your context and your challenges.

Your Contact

Errol van Staden

Industrial Psychologist / Principal Consultant

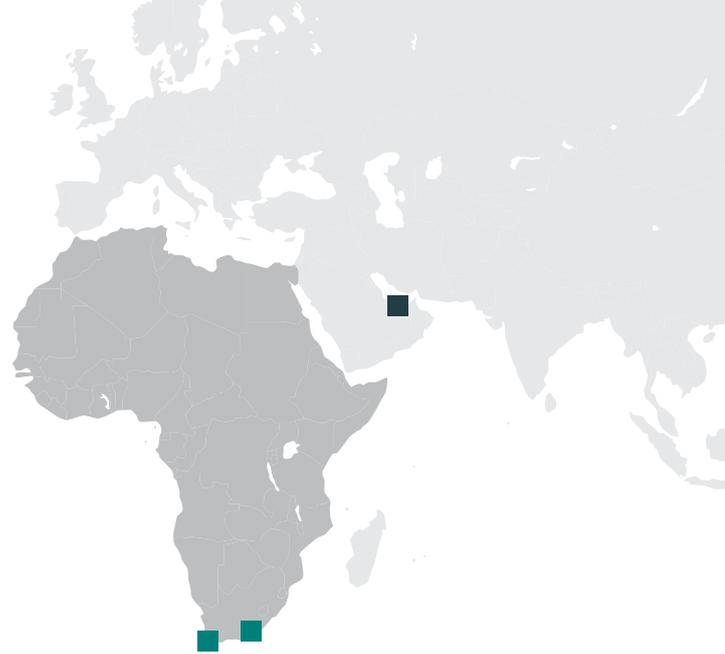
Mobile: +27 83 637 0700

Email: errol@talentinstitute.ae

You may also wish to visit www.talentinstitute.co.za

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