DEVELOPING RELEVANT PLANS

A Talent Management Strategic Planning Process

DELIVERABLES

STEP 1

Review organizational stategies.

- Which of these strategies is critical to our internal or external customers? Shareholders? Associates?
- Which of these are most critical to achieving our mission as an organization?

Deliverables:

- Listing of strategies to which HR and Talent Management can make a sizable contribution.

STEP 2

Gather data and ideas.

- How can HR and Talent Management help to achieve this strategy or goal?
- What are best practices in addressing these goals through HR and Talent Management initiatives?
- What would we recommend in a 'perfect world?'
- What have our 'clients' been asking for? What continuuing issues do our business partners face that we need to address?
- What are competitors doing? What is the trend in our industry or a similar industries?

Deliverables:

- Listing of project possibilities.
- Understanding of client needs and expectations from first-hand sources or feedback.

DELIVERABLES

STEP 3

Select ideas using culture criteria.

- What criteria will our stakeholders use to judge results?
- What is our organizational tolerance for risk? Is what we are planning within this tolerance?
- What budget parameters guide our work?
- What other resources are required to support implementation of what we are proposing?
- What have we tried in the past? What is our history?
- What is our 'people culture?'

Deliverables:

- Prioritized list of initiatives to undertake, linked to specific organizational or business strategies.

STEP 4

Establish HR objectives.

- What can we monitor progress in order to know we are reaching this goal?
- What does success look like to us? To our stakeholders?
- Have I considered measures of ROI that my business partners respect?

Deliverables:

- Written objective for every initiative including measures of ROI.

STEP 5

Create implementation plan.

- What intermediate steps do I need to take to accomplish this objective?
- Who do I need to involve now? Later?
- How much time will it take for each phase of implementation?
- What budget do we need for successful implementation?
- Who needs to say "yes" to this initiative?
- Who could say "no" and why?
- How can we best approach these stakeholders for approval and support?

Deliverables:

- Written implementation and action plan with verbal or written approval from stakeholders.

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