



LCSR Consulting, LLC

Leadership drives **Culture** which drives **Sustainable** business **Results**

*Achieving Success through Talent Management and
Assessment: Going to the Next level*

Introduction: Achieving Success through Talent Management and Assessment

Great leaders and great talent throughout the organization are critical ingredients to success in today's business world. Which is why we often hear executives quoted as saying—"Employees are our greatest asset".

Protecting that investment is even more critical in today's world where research shows that 40% of new executives fail within the first 18 months and the cost of a bad hire can be 2 to 3 ½ times job salary; not to mention lost productivity and lower morale. And at lower levels the skills gap is indeed preventing employers from finding the talent they need. Current research shows that about half of U.S. employers are experiencing difficulty filling crucial positions.

Talent Management/Talent Assessment is the disciplined process of ensuring that a company possesses the leadership and people capacity and organizational capabilities required to successfully execute its strategies and realize its vision and growth goals. As shown in the diagram below Talent Management/Talent Assessment begins by looking at the organization's people needs which is based on the corporate strategy and then focuses on identifying individual and group development needs. At the end of the day the best companies (those achieving their goals and winning in the marketplace) put time and effort into ensuring that they have the right people, with the right skills, in the right roles to drive business performance and optimize organizational performance.

LCSR Consulting Talent Management/Talent Assessment Overview

At LCSR Consulting, we work with you on your talent management and assessment needs to strategically and accurately assess the talent you have—and the talent you need. Our solutions range from pre-employment assessment to assessment and feedback on current talent to supporting you on your broader talent management strategies and needs (e.g., talent management processes, succession planning, leadership coaching, employee development). We have over two decades of experience helping companies design and implement talent management/assessment practices that are right for them. Our process includes recommendations on recruitment, on-boarding, and developing great leaders and talent at all levels of the organization.

As with everything we do at LCSR Consulting, ensuring you have the right leaders and right talent to drive your business is a collaborative team approach. The process is also customized to meet the needs of your organization. We do not believe in "off the shelf" standard answers. We believe that customized solutions provide the greatest opportunity for you to.

Connecting the Dots: Corporate Strategy and Talent Management/Assessment

A Disciplined and Systematic Approach to Getting:
The Right Person...In the Right Job...At the Right Time

Talent Management begins by looking at the organization's people needs
which is based on the corporate strategy

