

CASE STUDY



**TALENT
CENTRIC
DESIGNS**

Client Info

Industry: MED DEVICE

Employee Size: 350

HR Team Size: ~5

PROJECT: Design our Talent Review Process

Primary Area of Practice: Type of Engagement:

- ☐ Attract & Acquire
- ☒ Learn & Grow
- ☐ Culture & Engagement
- ☐ HR Strategy & Structure

- ☐ Gap analysis
- ☒ Resource creation
- ☒ Advisory
- ☐ Facilitation

The situation and need:

With promotions happening haphazardly and no clear calibrations across the company, there was a need to introduce more rigor into the decision process.

Approach and techniques deployed:

- Design of talent review process
- Education of HR team on how to conduct talent review

Key output and impact:

Angela advised on the [creation of a promotion process](#) and then on [calibrating talent via a talent review](#). While the HR team had participated in talent review at previous organizations, they had not created or led one before so Angela became instrumental in [establishing the tools](#) and then guiding them on how to use them and [how to facilitate the sessions](#) with the executive team.

The process was so well received that leaders asked to have talent review sessions on a regular basis and the HR team's credibility has been significantly enhanced.

Angela continues to work with this team on [elevating many other aspects of their talent management](#) processes.

"I cannot express how much I appreciate Angela's work with and guidance for me and our team. I literally could not do this without her." BJ, VP People