

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