



**SolutionSpark**®

Retention. Performance. Experience

# TALENT INVESTMENT STRATEGIES

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INVESTING IN YOUR MOST IMPORTANT ASSET: YOUR PEOPLE

***IGNITE THE POTENTIAL***



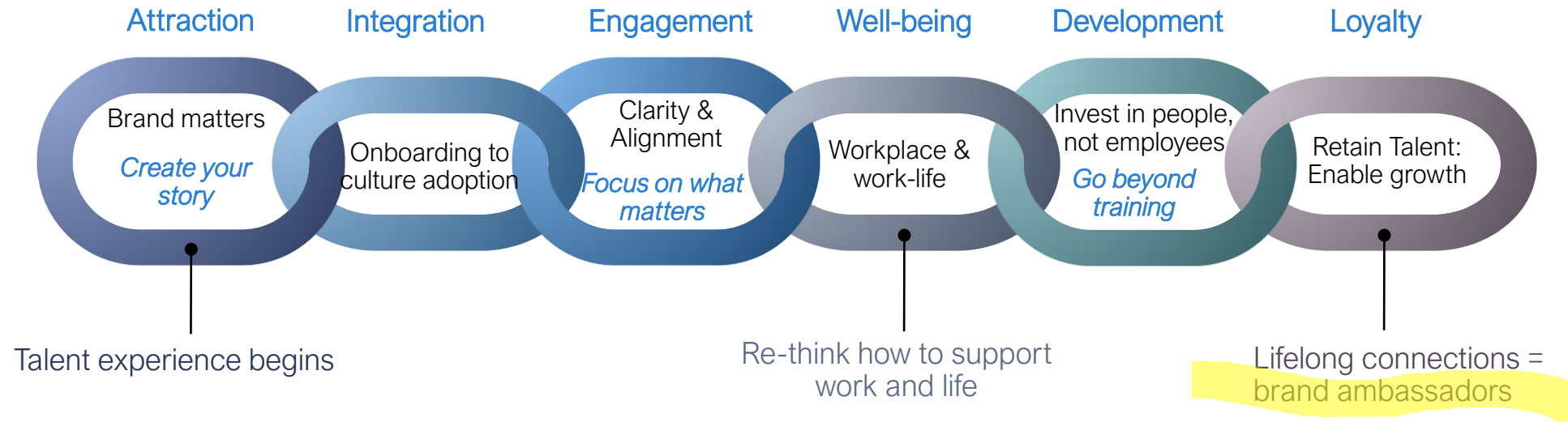
## THE PROBLEM: DISENGAGEMENT

- **Confusion & Overload:** Today's professionals operate in a digitally hyper-connected world that often praises responsiveness and ignores what their people really want.
- **Cultural Erosion:** Organizations unknowingly enable engagement-eroding behaviors through unclear objectives and communications; there is a lack of clarity on what matters most to the organization and its people.
- **Misguided Investments:** Seeking a competitive edge in a complex marketplace, organizations unwittingly dilute many facets of the employee experience – from physical workspaces that create disruption to outdated policies on work-life integration in a “work anywhere” world – we lack the integrated ecosystems necessary to maximize the impact of talent investments.
- **Bottom Line:** Organizations seek efficiency and productivity from their employees while often neglecting what affects their engagement and commitment - Investments in them; their performance, their careers, their ability to grow.

## THE COST OF INACTION IS HIGH

- **Investing in People:** ~\$30b is spent each year on leadership development with no measurable impact on engagement and, typically, no clear method to measure the ROI on that investment.
- **Work life:** In our new paradigm of hybrid work models, the line is hard to draw, and workers are burning out; they also love the flexibility that a “work anywhere” policy can afford them to integrate work and life.
- **Real life:** Multi-tasking throughout the day to deal with “real life” can be all consuming. Most organizations are losing valuable talent because they have not been willing to exchange short-term productivity for long-term gains in employee effectiveness, career readiness and engagement.
- **Keeping Up:** Significant capital is invested in employee benefits like engagement programs, corporate messaging, culture building, technology and workspaces often without a coordinated strategy driven by competitor’s actions that add complexity and disruption without clear and measurable ROI.





## Where are your weak links?

Create a talent development ecosystem that supports your mission and your people

## Define & Drive a Talent Ecosystem that you choose

Leverage our methodology to build better loyalty, engagement, performance & productivity

### Investing in Career Development

Preparing the Next Gen

- A culture that values learning is attractive to today's workforce: both skills AND leadership development
- Investments in talent spark the attraction/retention of the best people IF leveraged strategically
- Learning that is immersive and engaging is critical to a positive ROI; whether live, virtual or online, programs that are curated to your business and culture are the key

### Leadership Drives Growth

The Shift from Manager to Leader

- Coaching your executives and people leaders, the most critical roles in your organization, should be your primary focus in building a talent management ecosystem
- Invest in management learning that helps overwhelmed leaders learn how to manage distributed workforces
- The cost to replace a talented employee is ~250% of the lost employee's salary, managers are the key to retaining talent

### Talent Experience

It's a new day... Invest wisely

- Unlock productivity, engagement & joy in your people through reducing the silos and creating personal connections
- Create strategies that are supported with investments your people need; the experiences will be positive and effective
- Clarify your desired culture and tell your "story" through creating brand ambassadors

## Services & Strategies

Examples of how we can help you with projects or transformations

### Talent Management Design

#### ✓ Employee Lifecycle & Journey Map

From attraction to development to work-life integration to benefits – we build integrated solutions

#### ✓ Retention Strategies: The Right Balance

Avoid a scatter shot approach to investing in Hi Po's & Next Gen's – we design targeted retention strategies

#### ✓ Personas & Market Trends

Understand your people & their motivations; deliver programs that align & support those personas

#### ✓ Succession Planning Systems

Orgs find themselves unprepared to fill key roles internally; we build tools to ensure Next Gen's are ready

### Talent Development Lifecycle

#### ✓ Early Career: Basics, Culture & Engaged

Onboarding, mentorship & effective training on all tools necessary for success: Custom to your culture

#### ✓ Mid Career: Performance & Development

Focused on growth, opportunities & leadership, we build platforms that support this Next Gen cohort

#### ✓ Late Career: Leadership & Work life

Often overlooked for these opportunities, investing directly in your senior leaders is smart business

#### ✓ Brand Ambassadors: Internal & External

These strategic investments deliver measurable ROI that drives brand recognition and makes you an 'employers of choice'

### Talent Investment Strategies

#### ✓ Career Development is Key to Retention

To retain top talent, we design career progression platforms with tools and programs for your Next Gen

#### ✓ Performance Management to Enablement

Shift from evaluators to coaches and performance enablers – we bring a fresh perspective to this challenge

#### ✓ Learning Platforms That Matter

We design integrated learning programs, systems and tools that support the business and employees' missions

#### ✓ Leadership Development Anchors it All

Through a culture of continuous performance enhancement, our leadership evolution programs top the list of investments



## WE CAN HELP

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We bring a depth of experience in business management, building talent management strategies for complex organizations.



Experience in developing learning and talent investment models with experience in such prestigious firms as [Deloitte University](#), [Korn Ferry](#), [KPMG & CBRE](#); integral in the learning design and experience at [Deloitte University & KPMG's Lakehouse](#).



Experienced leadership in HR, L&D, operations, M&A and employee experience models; we speak your many business languages and understand the challenges that you face in meeting your stretch growth or cost containment targets.

Strategy | Development | Experience | Results Elevation



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