



Talent Review and Planning



Good Leadership

Good leaders are magnetic to the best talent.

The fastest way to get your organization to the next level is by populating your team with industry A-players. Too often executives hand out A-grades for talent that wouldn't hold up against outside-in, industry scrutiny. **The best executive teams review talent with an intellectually honest approach as part of their business cadence.**



Good Leadership provided us with practical tools and approaches to be consistent in reviewing our talent. This has made it easier for our leaders to focus our attention on high potentials rather than low performers. We are stronger in talent today because we have an effective quarterly cadence of talent discussions at the senior team level, and a consistent cadence of talent discussions with each department across the organization, that keeps our strategy and talent development aligned.

Ashleigh Jackson

Sr. Manager, Human Resources
Restek, Pennsylvania

“You can't have an effective organization without good leadership.”

– Paul Batz, Founder & CEO, Good Leadership

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For senior leaders who manage professional and technical workforces who are:

1. Intensely focused on attracting A-players and retaining the highest potential talent.
2. Facing a wave of retirements soon.
3. Wondering who will fill key positions as the organization grows.

Good Leadership Talent Review and Planning is a program provided for growth-minded companies who are serious about creating a winning culture.

Why is talent review one of the most critical executive team discussions that often gets ignored?

Executive teams that can't be honest about the talent in their organization suffer from three dangerous trends:

1. Favoritism creates a culture of protecting people.
2. Objectivity gets bogged down in a sophisticated talent modeling process that turns executives off.
3. The tyranny of the urgent continually pushes talent discussions to the bottom of the executive team agenda.

Good Leadership Talent Review includes:

- A mix of familiar industry best practices, like the 9 Block – mixed with proprietary approaches like the Good Leadership Expectation Model.
- A strategic focus on talent – assuring both an inside-out and outside-in approach to aligning talent with strategy.
- A solid, time-tested tool set that provides simple methods to engage, mentor, and coach emerging talent.

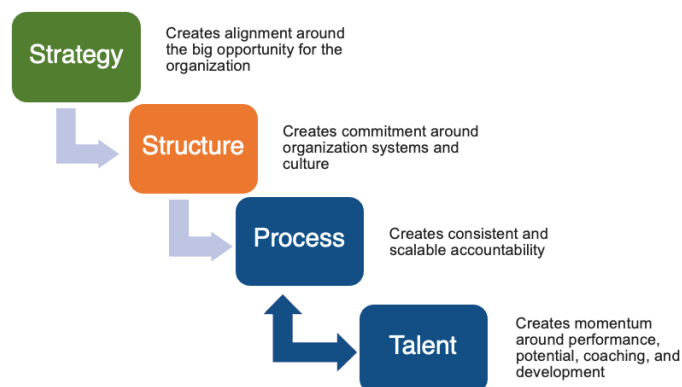
The Good Leadership difference:

Within the **goodness pays** framework is a focus on creating healthy tension - particularly when discussing talent. **Good Leadership** keeps the conversation strategic, honest, and actionable – focused on what the business needs from leaders to execute mission-critical strategies.

Benefits of Good Leadership Talent Review:

- Good Leadership coaches approach talent review and planning through the lens of “goodness pays.” Goodness is all about people thriving together. How can emerging leaders thrive, if they don't know what their senior colleagues see in their leadership?
- Executives find the Good Leadership tools and models to be simple, pragmatic, and efficient. They focus on the question: **What does the organization need from our talent?**
- Managers feel equipped and empowered to coach their talent effectively - informed by clear and actionable insights.

Strategic Talent Alignment Framework



Learn more about **Talent Review and Planning** today by contacting info@goodleadership.com to schedule a conversation.