

WORKEFFECTS

TM³



Strategic Talent Diagnostics



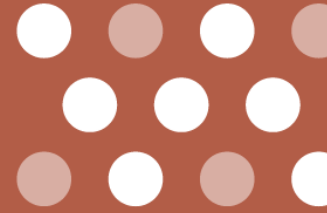
WORKEFFECTS

LEADERSHIP & CULTURE ALIGNMENT

TM3 Model: How to Build a Roadmap to Talent Effectiveness



Thank you for joining us today! We will get started shortly after 1pm CT.



About Work Effects

Work Effects

Since 1997, Work Effects has helped organizations transform their leadership and culture into a competitive advantage. We provide best-in class service and quality through our commitments:

- Build collaborative relationships
- Pay attention to details
- Provide a positive experience
- Meet timelines and budgets
- Are responsive and innovative



Clients

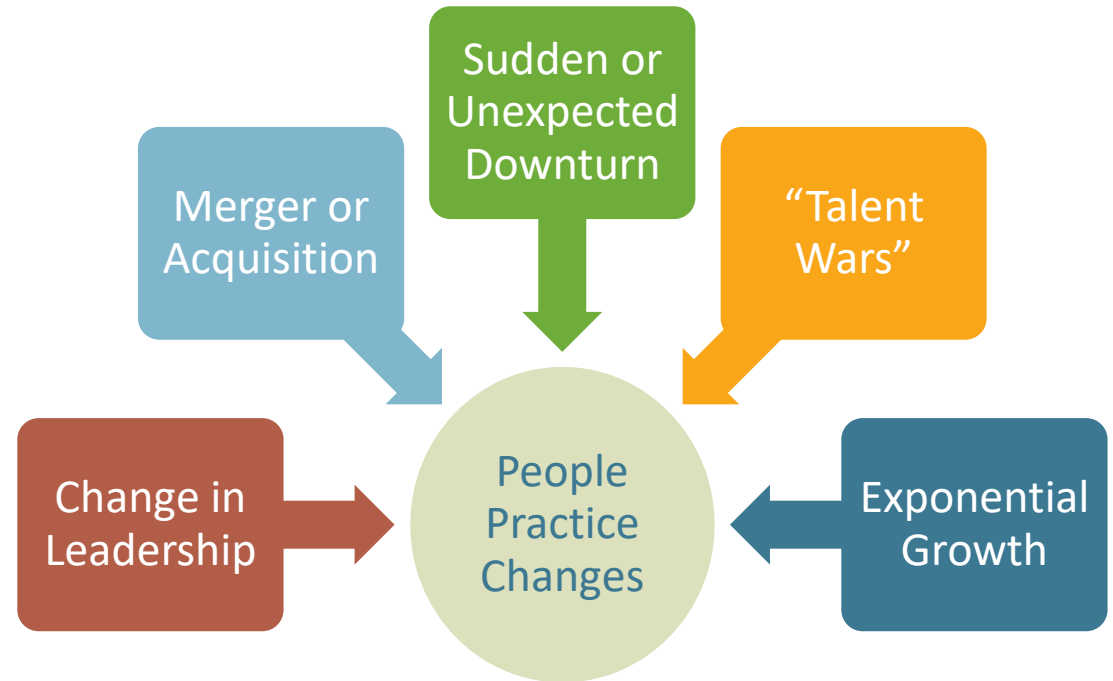


The Value of TM³

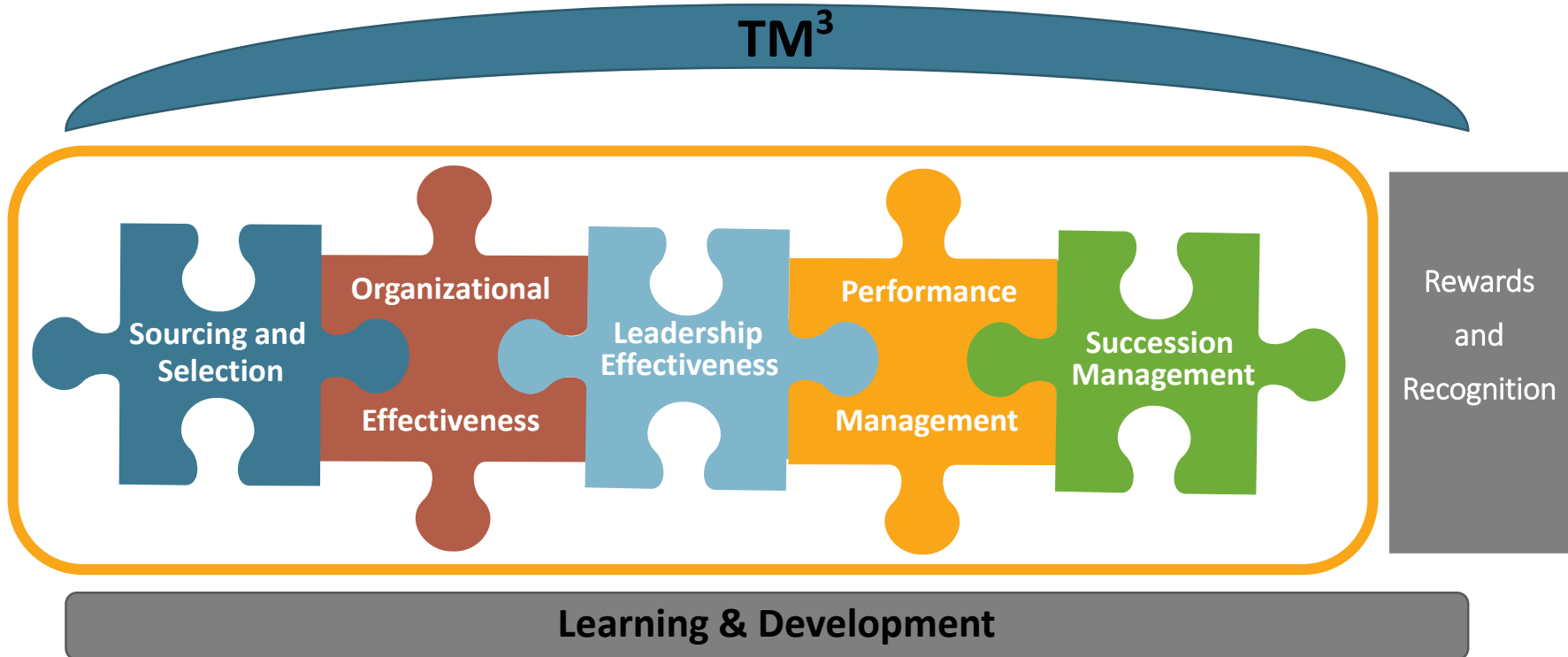
- Maximizes the value of your people investments
- Helps execute your organization's mission and objectives
- Provides a roadmap to talent **maturity** and **effectiveness**
- Pinpoints those human capital practices that create the biggest impact on the org.



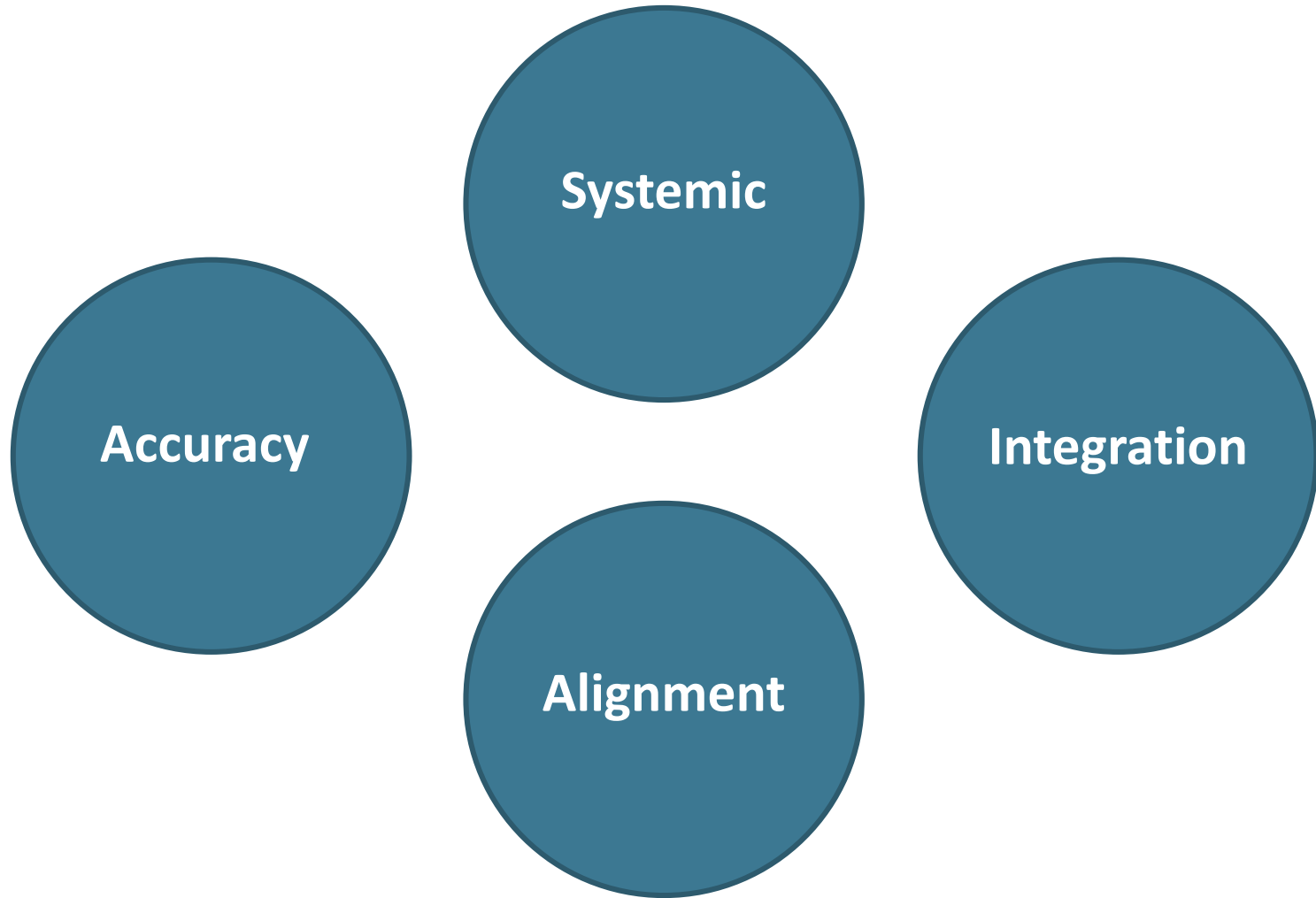
When to use TM³?



Integrated Talent Management



Lenses of Evaluation

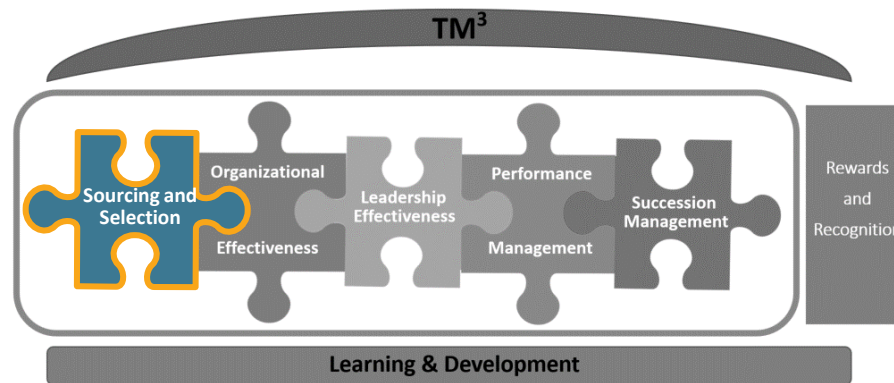




Evaluated Practices Around Talent Management Disciplines

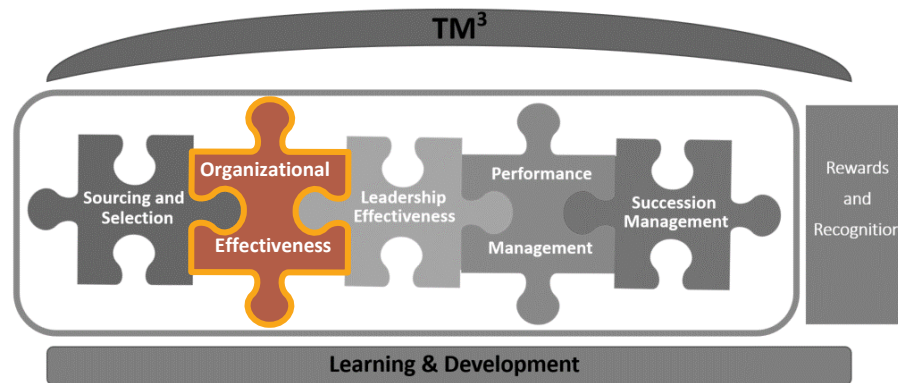
Sourcing & Selection

Metrics	Methods	Movement
Workforce planning	Interviewing and assessment administration	On boarding orientation to the organization
Competency model	Tool/system	Training for interviewers
Assessments	Recruiting	Learning the job training
Job descriptions	Selection decisions	
Talent branding		



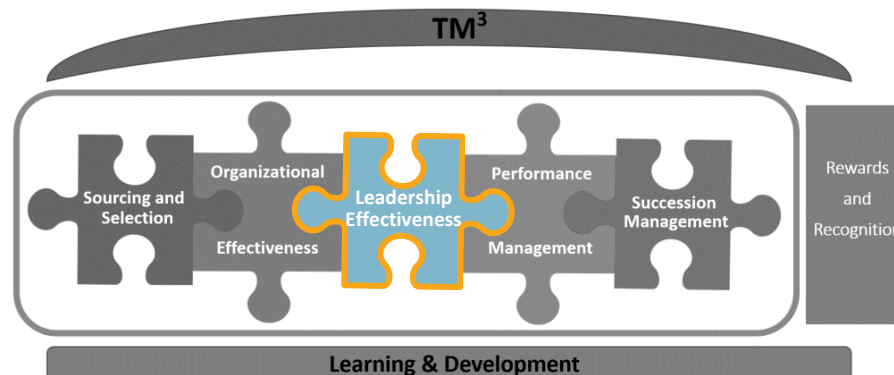
Organizational Effectiveness

Metrics	Methods	Movement
Strategic Plan	Process and technological efficiency	Change management
Cultural model	Organization communication	Career paths & opportunities
Organizational structure/alignment	Working conditions	
Quality model	Teamwork	
	Customer focused	



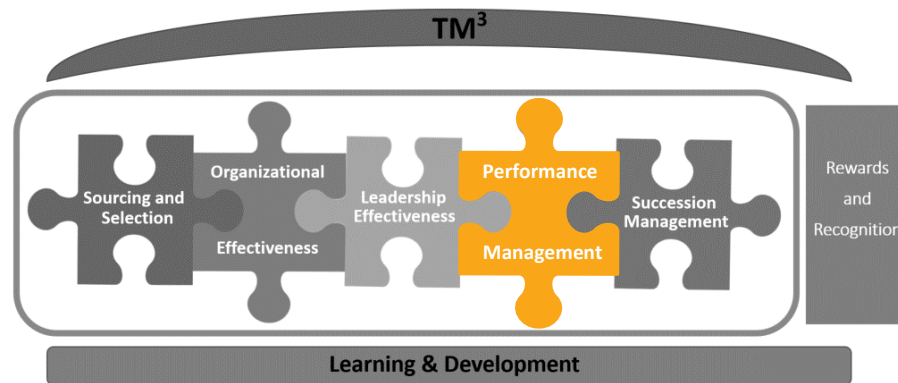
Leader Effectiveness

Metrics	Methods	Movement
Competency model	Individual assessments administration	Coaching
Individual assessment planning	Leadership skills and practice	Mentoring
Leader needs assessments	Management skills and practice	Leadership training



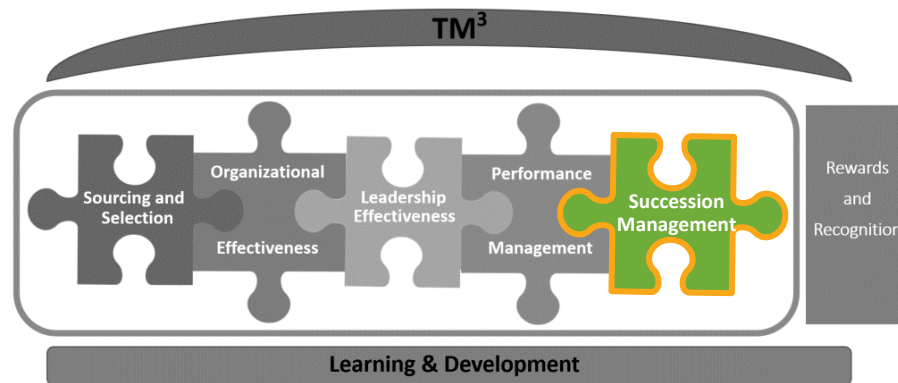
Performance Management

Metrics	Methods	Movement
Competency model	Goal setting	Manager training
	Feedback sessions & plan adjustment	Tool training
	Mid year reviews	Performance improvement
	End of year reviews	Skills & manager training
	Tool/system	

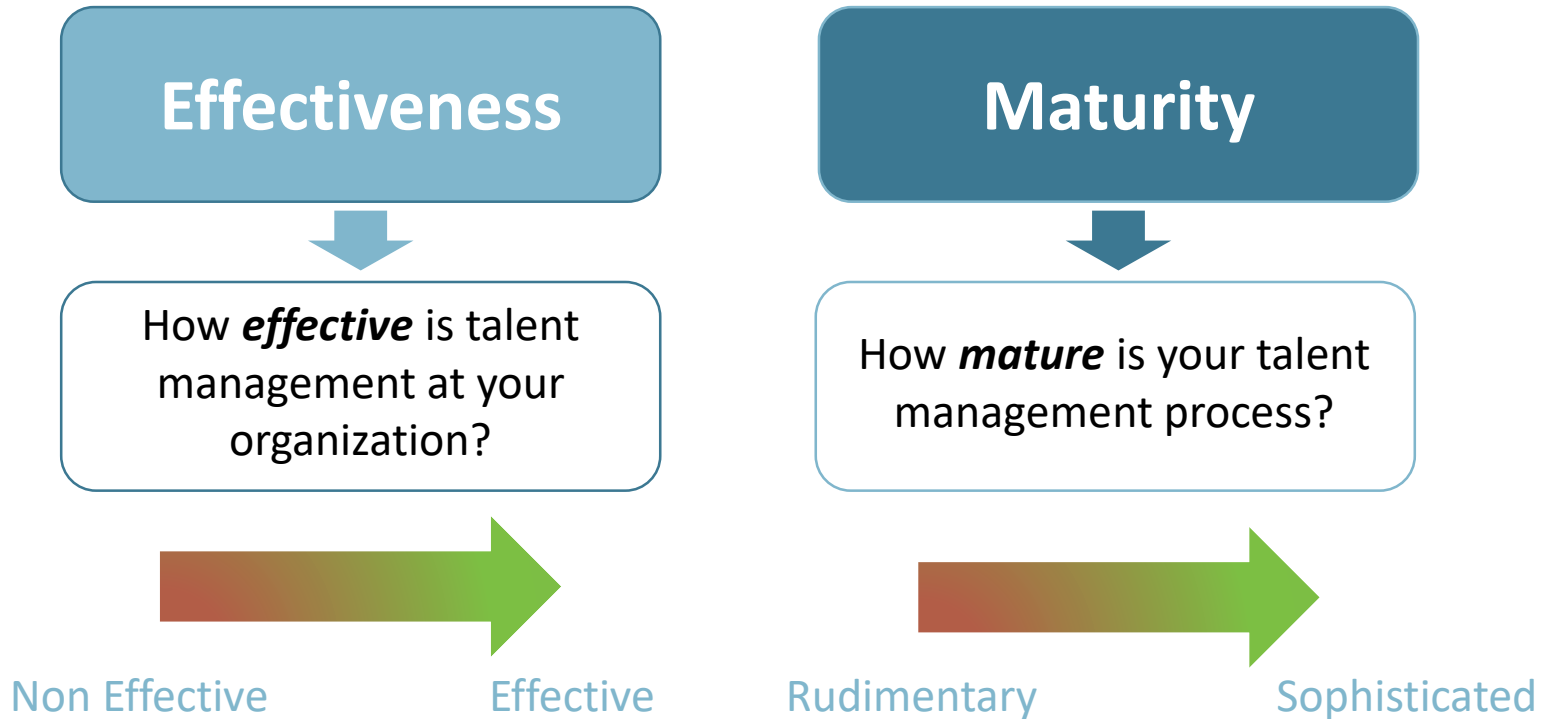


Succession Management

Metrics	Methods	Movement
Critical job identification	Talent assessment administration	Project assignments and job rotations
Talent assessment planning	Bench assessment	Training
	Individual deep assessments	Coaching
	Development planning	
	Tool/system	



Evaluation Lenses



Formula Used for Scoring

$$\text{Average (E,M)} = \text{TM3 Score}$$

E (Effectiveness) = Aligned Areas, Integrated, Systemic

M (Maturity) = Rudimentary to Sophisticated

Sourcing & Selection					
Workforce Planning					
	Rudimentary	Basic	Emerging	Refined	Sophisticated
	*Senior management and HR identify number of staff needed	*Department heads provide input on staff needed *Employee type and locations identified for given timeframes (within the next 12 months)	*Analysis of past and current employment trends (turnover, tenure, retirement, hiring cycle time, sales pipeline) *Formalized data collection, forecasting and plan process *Actual hiring tracked against forecasted plan	*External job market trend analysis *Identify workforce needs out 3-5 years *Automated systems and tools updated regularly	*Available workforce skills influence product and business development decisions *Overall analysis of talent and demographic trends including competitors and job market

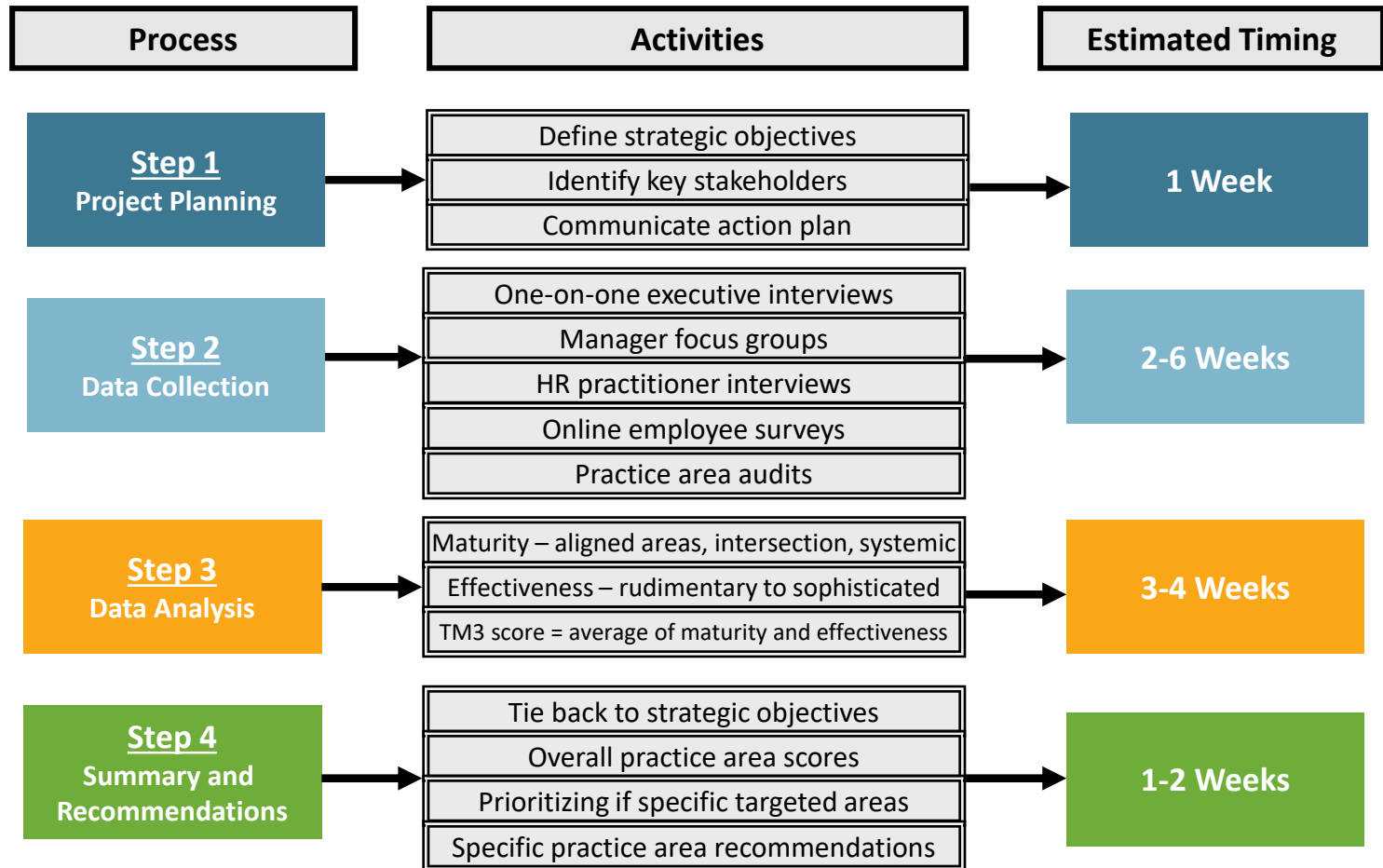
Why use TM3?

- Metrics Driven Evaluation
- Talent Management Needs Analysis
- Streamline Human Capital Systems and Investments
- Specify Implementation Roadmaps

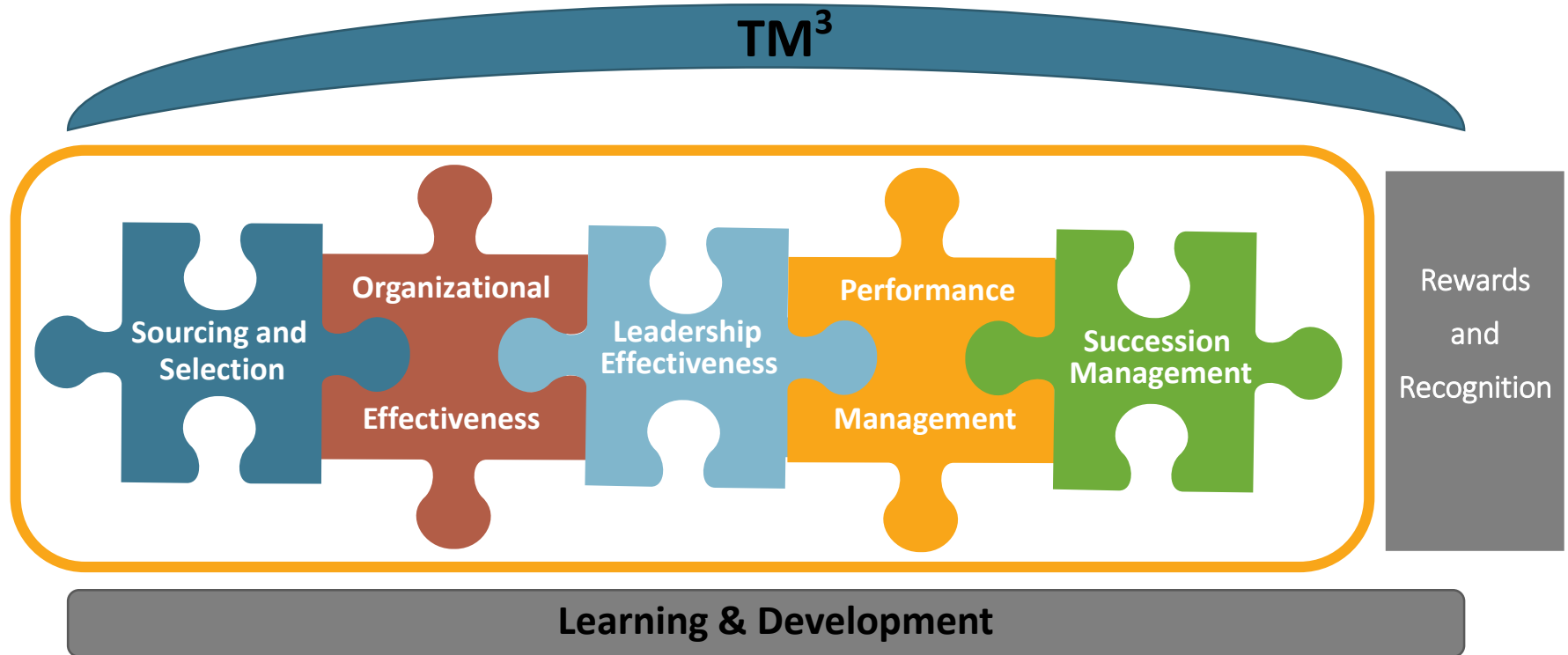


The Process

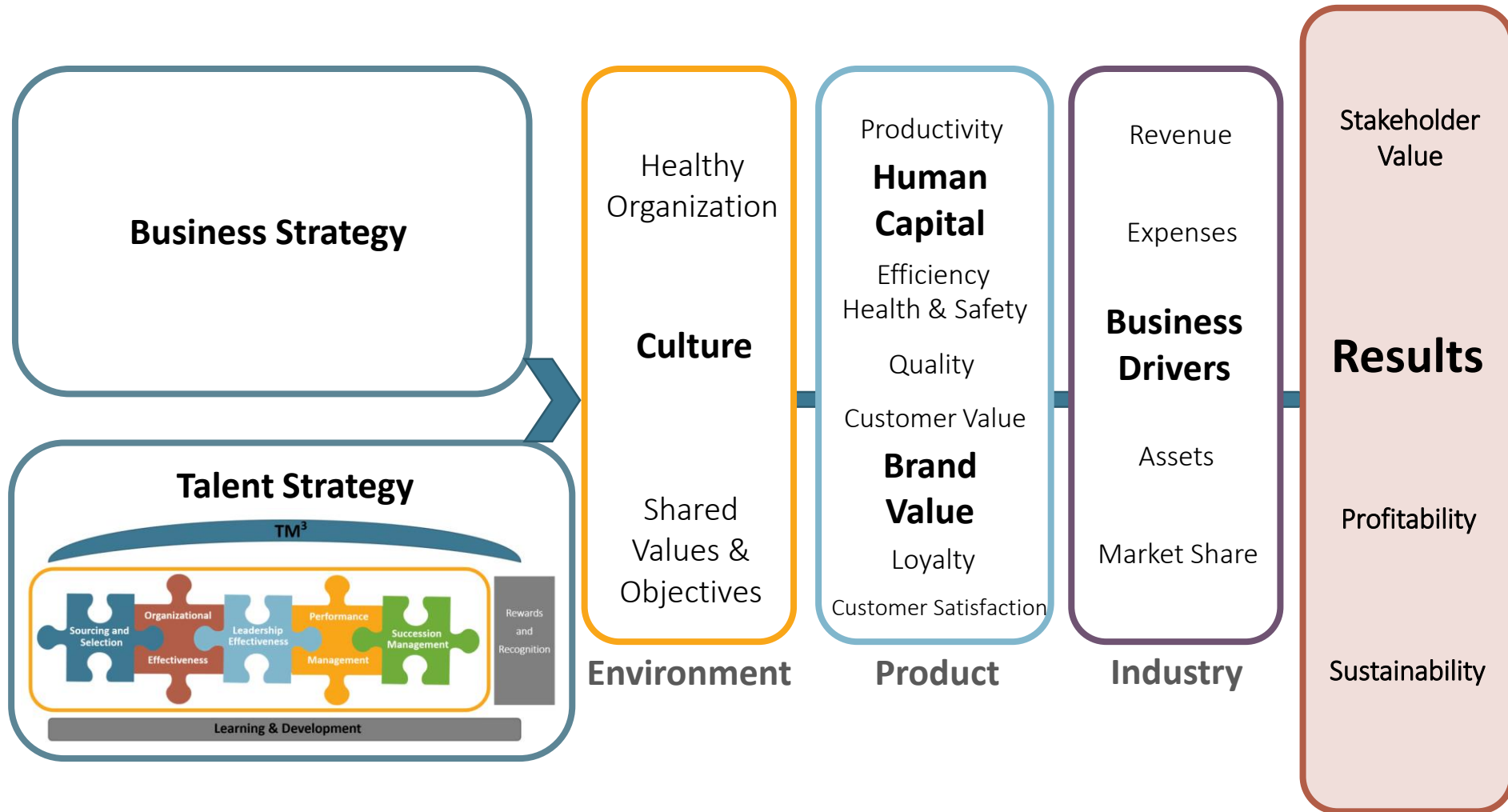
TM³ Process



Integrated Talent Management



TM³ Outcomes





Questions?



Leadership & Culture Alignment



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