

MOBILIZING TALENT

| YOUR BUSINESS CHALLENGES (THE BUSINESS PROBLEM?) | YOUR PEOPLE MANAGEMENT STRATEGY NEEDS (THE PEOPLE ISSUE?) | AIM'S VALUE PROPOSITION HUMAN CAPITAL STRATEGIES/SOLUTIONS (WHAT AIM CAN DO FOR YOU?) |
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| <p>TALENT MANAGEMENT</p> | <ul style="list-style-type: none"> ▪ Managers need to motivate talent to get things done faster even though stringent headcount budgets do not enable expansion at this time ▪ Staff at all levels need to work more effectively/efficiently ▪ People need to develop mechanisms to pool resources and partner across the organization ▪ Departments need to collaborate even though they have conflicting budgets /resources ▪ Cross communication needs to increase | <ul style="list-style-type: none"> ▪ Conduct AIM's <i>Business Communications</i> workshops, time management, organizational skills ▪ Team Building: develop effective team mechanisms via <i>Team Talk™</i> – AIM's facilitated effective team communication and decision-making process ▪ Run AIM's <i>Collaborative Connections</i> and <i>Attention to Retention</i> experiential training programs ▪ Offer job aids and additional talent retention tools ▪ Work with management to set up improved communication mechanisms across departments |
| <p>TALENT RECRUITMENT</p> | <ul style="list-style-type: none"> ▪ Increased global competition for top talent ▪ Greater need for international mobility ▪ Need to generate interest in the business/specific organization with the targeted labor pool ▪ Want to be successful in recruiting the best talent in a highly competitive market ▪ Would like to maximize return on human capital investment | <ul style="list-style-type: none"> ▪ Provide <i>Build Your Leadership Brand</i> ▪ Create market for talent plan to get your name out there ▪ Offer AIM's recruiting/retention learning curriculum (including behavioral and video interviewing) ▪ Provide AIM's <i>Interviewing Skills</i> workshops ▪ Assist in on boarding process (review current, propose best practices/lessons learned – create improved process/tools) ▪ Deliver <i>TOP Talent Conversations™</i> and create strategic advantage and enhance talent pipeline ▪ Develop Standard Recruiting Procedures (SPR) Handbooks |
| <p>TALENT ENGAGEMENT</p> | <ul style="list-style-type: none"> ▪ Company wants to better engage employees to build the workforce necessary to remain competitive and challenged ▪ Would like to strengthen the firm's culture to engage employees, manage conflict effectively and resolve communication problems ▪ Concerned about lack of communication among departments | <ul style="list-style-type: none"> ▪ Conduct focus groups to identify gaps ▪ Design workforce planning strategy ▪ Propose AIM's online tools/surveys/assessments ▪ Facilitate AIM's ½ day communication and clarification sessions: <i>Talent Retention</i> and <i>Leading People Advantage</i> ▪ Properly roll out social media and Enterprise 2.0 tools ▪ Build commitment and line of sight so employees know how their efforts contribute to the bottom line |