



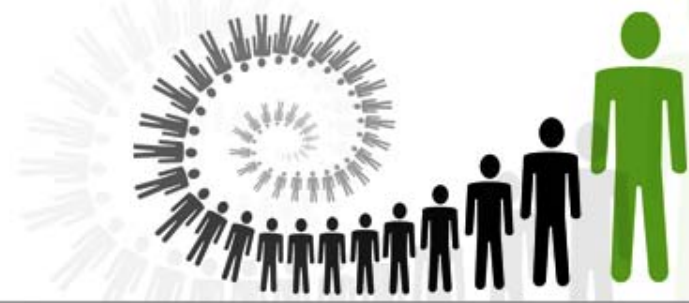
Who's Working Out There ...and, What Are They Doing?

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Shelley Kais, President, Kais E Systems, Inc.
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OEI National Symposium
Phoenix, Arizona
December 10, 2008

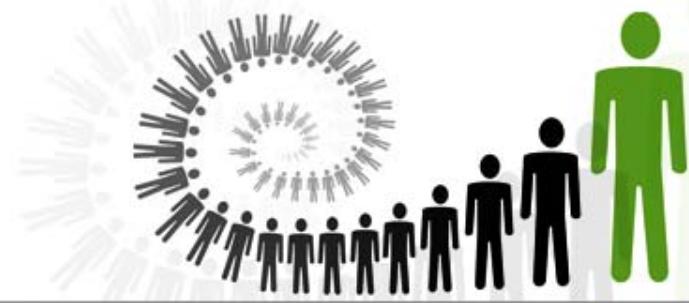
For Conference Purposes Only

Goal



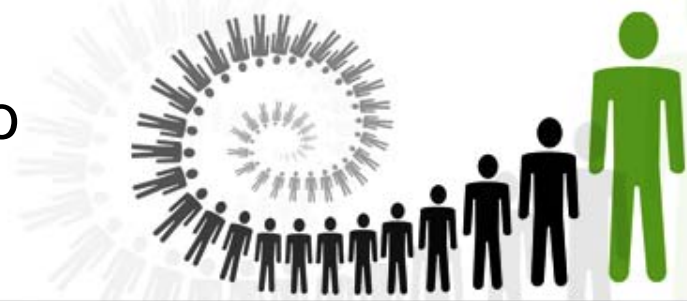
Develop a systematic approach to transform human capital data into an efficiently and effectively aligned workforce.

Topics



- Discuss Talent Management Planning
- Explore Current Competency Requirements
- Anticipate Future Competency Needs
- Develop Talent Competency Gap
- Envision Talent Management Strategies
- Transform Talent Management information into Solutions

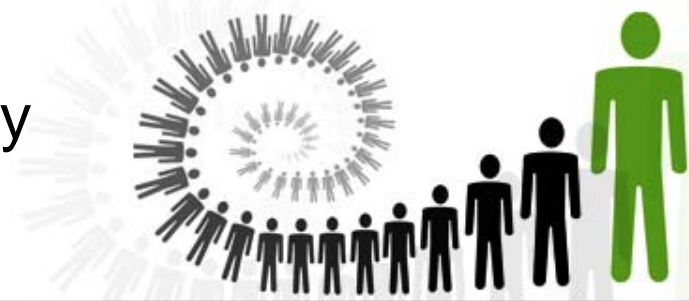
What are the necessary competencies to meet my organization's mission?



Step 1: Link TMP to Strategic Plan



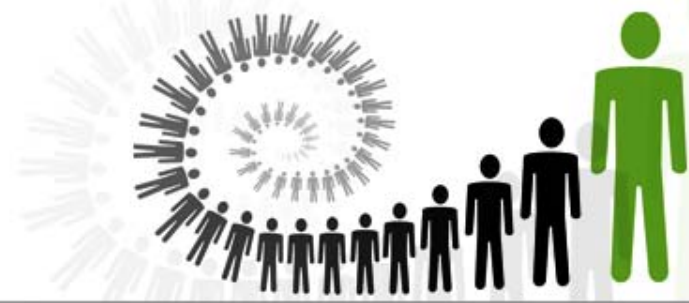
What are the current competencies of my organization's workforce?



Step 2: Assess the present status of the organization's talent

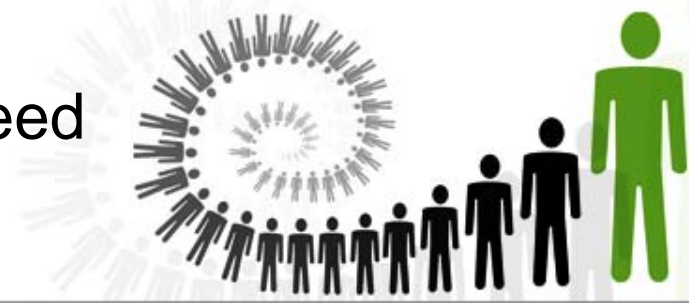


Buzz Group



- **Task:** List the current competencies required by TMA.
- **Results:** Create a group list.
- **Constraints:** 3 minutes

Are there future needs for talent that I need to address?



Step 3: Scan the environment for changes



Web technologies

Office 2007

Access Strategy

Economy

Quality Policy

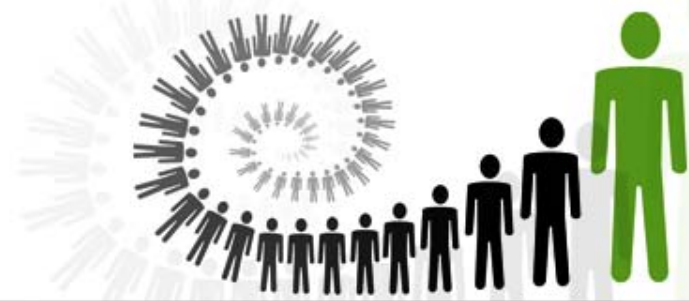
New Administration

New Research

New Regulations

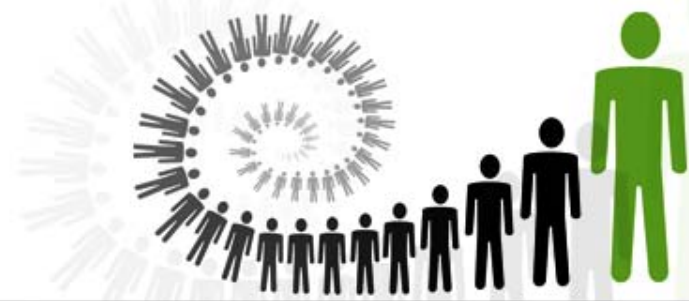
Budget

Buzz Group

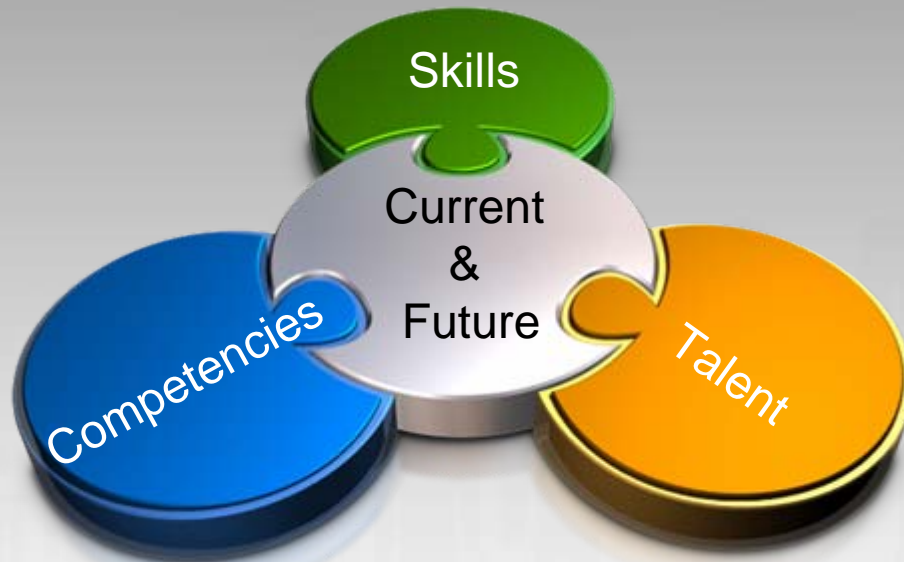


- **Task:** Identify two potential changes that could impact your human resources.
- **Results:** List and discuss them.
- **Constraints:** 3 minutes

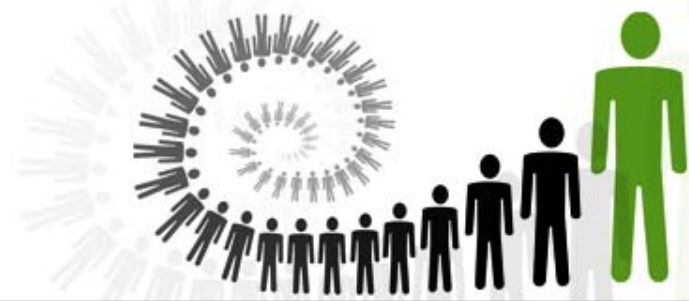
What does the data tell me?



Step 4: Identify functional requirements and talent competency gaps



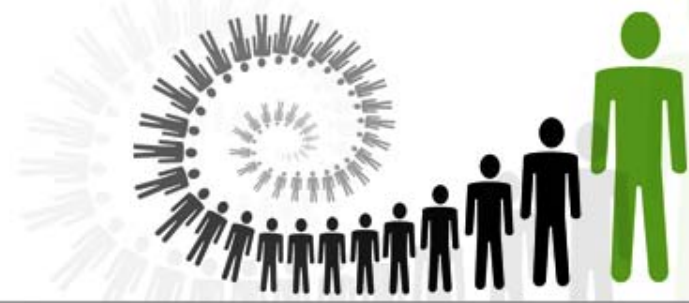
How can I use the data for management decision making?



Step 5: Develop and Implement Talent Management Strategies



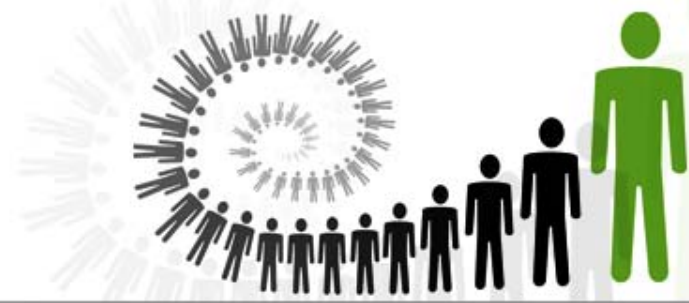
How can I use the data for management decision making?



Step 6: Manage and Evaluate the TM Strategies

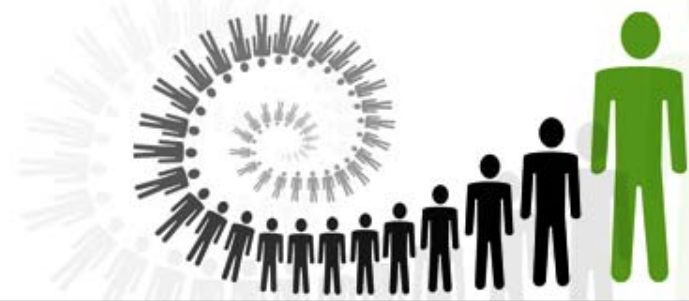


Buzz Group



- **Task:** Identify two trends or issues that will become more important over time.
- **Results:** List and discuss them.
- **Constraints:** 3 minutes

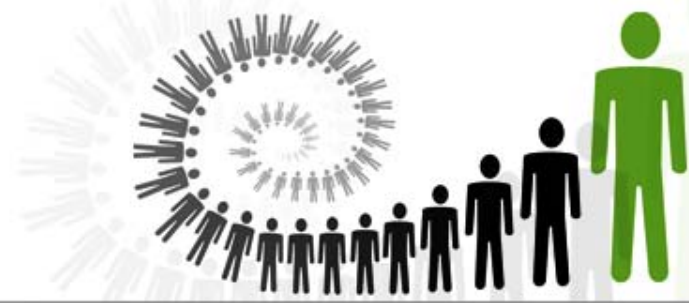
How can I use the data for management decision making?



Step 7: Align Resources with Strategic Plan



Is self-assessment data reliable?



- http://www.cdl.org/resource-library/articles/self_eval.php?type=subject&id=4
- <http://www.rileyguide.com/assess.html>
- <http://www.tpk.govt.nz/en/in-print/our-publications/publications/survey-of-the-health-of-the-maori-language-2001-final-report/download/tpk-surveyhltreosurveyfieldtest-2001-en.pdf>
- <http://www.pubmedcentral.nih.gov/articlerender.fcgi?artid=1934916>
- http://www.eric.ed.gov/ERICWebPortal/custom/portlets/recordDetails/detailmini.jsp?_nfpb=true&_ERICExtSearch_SearchValue_0=ED295959&_ERICExtSearch_SearchType_0=no&accno=ED295959

Questions

