

LOMINGER TALENT MANAGEMENT—THE BASICS

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Talent Management Systems

In order to survive and compete in the marketplace, every organization has to have a process to respond to its need for talented people.

Whether organizations use the term Talent Management, Human Capital or some other label, organizations must have in place procedures and techniques to address the following:

1. Attract and select the right people
2. Integrate people to ensure they are aligned with the strategic goals of the organization
3. Develop and coach people as they take on new roles in the organization
4. Engage and reward people
5. Deploy and advance people

The very best organizations use a fully integrated system to address these issues, a system in which each part “talks to” and reinforces the other elements. While a fully integrated system is the ideal, most organizations for historic or economic reasons frequently fall well short. For many organizations, there are legacy systems and processes that may have worked in the past but no longer deliver the talent required to meet current needs. Organizations typically respond by “fixing” the part of the process that is causing the most problems. When that function is brought up to speed using the current “best practices,” the organization moves on to the next function which is again brought up to speed using “best practices.” While this approach does generate gradual improvement for an organization, the highest ROI is generated when all of the functions are aligned with its strategic goals and a fully integrated talent management system is implemented (Huselid & Becker, 1995).

In order to implement a fully integrated talent management system, Korn/Ferry International – Powered by Lominger has developed a suite of research based tools and products. The 67 competencies of the LEADERSHIP ARCHITECT® provide the foundation of talent management. In some ways, they can be viewed as the atomic particle of organizational practices (see Figure 1). These competencies have a long and rich history of research support. Flexible, useable, and customizable, the suite of solutions can be deployed together as a fully integrated system or individually to meet your immediate business needs.

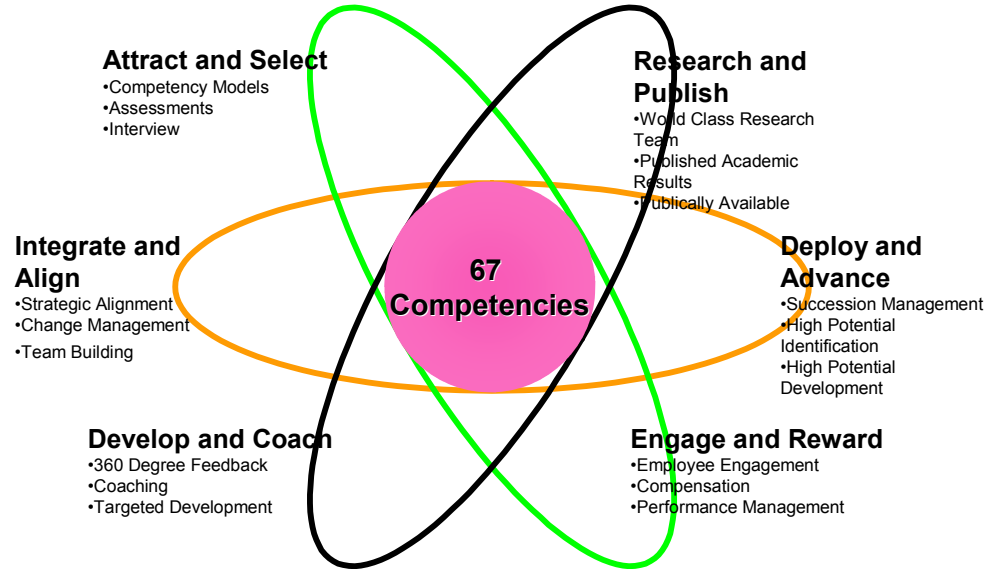
TALENT MANAGEMENT SYSTEMS

- ◆ Attach and Select the Right People
- ◆ Integrate and Align the Organizational talent
- ◆ Develop and Coach Executives, Managers, and Individual Contributors
- ◆ Engage and Reward Key Talent
- ◆ Deploy and Advance Talent
- ◆ Taking HR Professionals to the Next Level



The Lominger System

67 Competencies are at the Core



The Common Language

Most importantly, no matter where you start, the LEADERSHIP ARCHITECT® Competency Library allows you to maintain a common language for talent management, leadership and development across processes, solutions, and applications. Derived from over two decades of research, the Lominger competency based assessments and products account for as much as 85% of the skills that lead to effective management and leadership within an organization.

As an integrated system, each of the suites of products typically includes sort cards, e-surveys, development guides, and related support materials. The majority of the offerings are available in multiple languages.



Summary

This suite of assessments, development guides, and books for HR professionals covers the all aspects of strategic talent management. Implementing these products and services will significantly enhance any organization's talent management system. Underlying the Lominger talent management suite is the solid research conducted by the Lominger research team. The research team constantly updates and revises the offering based on the best research, thus ensuring the suite of products and services reflect the best possible solutions.



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