# *Talent Identification Sample Flow*

Organisational Consultation

## *Step 1 - Identify*

| Process | Method Options |
|---|---|
| ***Scoping***<br>▪ Define strategic/business objectives<br>▪ Determine organisation competency framework (if any currently existing)<br>▪ Identify corporate values<br>▪ Determine deliverables<br>▪ Establish success criteria | ✧ Discussion<br>✧ Review corporate documents<br>✧ Focus groups/Interview<br>✧ Organisational survey |

## *Step 2 – Informed Design*

**Process**

***Design Talent Identification Process***
- Design talent identification and measurement tools against core competencies. This may include:
  - ♦ Structured interviews
  - ♦ Psychological Assessment
  - ♦ Assessment Centres
  - ♦ Questionnaires
- Create supporting documentation
- Develop templates

***Planning***
- Define communication plan
- Determine implementation plan

## *Step 3 - Implement*

| Process | Method Options |
|---|---|
| ***Action Identification Program***<br>▪ Gain and maintain organisational buy-in<br>▪ Ongoing Communication of Talent Identification Program<br>▪ Facilitation of Talent Identification Program | ✧ Facilitated discussions<br>✧ Written and/or electronic communication<br>✧ Presentations<br>✧ Training |
| ***Program Evaluation***<br>▪ Assess process and program against success criteria:<br>♦ Procedure and method (inc. content, format and usability) | ✧ Performance data<br>✧ Discussions with key stakeholders<br>✧ Organisational survey |

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