



CREATE
COMPETITIVE
ADVANTAGE
THROUGH
PEOPLE



Silega Talent™

Make better people decisions with people analytics

Talent Management



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Success at today's marketplace requires quality talent. Most leaders state that people are their most important asset. HR departments have access to more data than ever before, but sometimes struggle to translate it to insights and decisions that impact the bottom line.

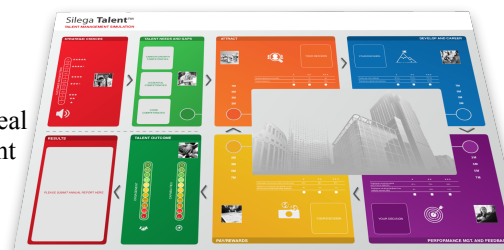
The experience

This highly engaging simulation is based on latest research findings on talent management. Participants will work in small teams and compete to achieve better results faster by managing talent smarter. They have to maximize two requirements - ensure the people have the right skills to

implement the strategy, and that human resources practices operate properly. Like in real life, participants will face real obstacles such as the lack of engagement and market uncertainty.

Main objectives

- Improve decisions about recruitment, performance appraisal, compensation and promotion
- Understand how people related policies impact the bottom line of a company
- Design more effective talent processes and minimize complexity
- Translate strategy into individual performance



- Increase employee engagement and accountability

Key learnings

- Know the most relevant talent metrics
- Get acquainted the newest research findings on employee motivation, development, pay and career management
- Explore ways to estimate the ROI of talent activities
- Practice frameworks and models to make better people decisions
- Discover what motivates employees and what are the common motivation myths
- Explore different competency models
- Learn what big data can teach us about successful leaders and high-performing teams

Typical application

- Leadership training
- Corporate Universities
- MBA programs

13%

Worldwide, only 13% of employees are engaged according to a recent Gallup poll.

Practical details

Format

Business simulation

Number of participants

5 to 50

Participants

All company executives whose responsibilities include managing talent

Duration

8 hours

Competencies

Caring about and developing others, Emotional intelligence, Fairness to direct reports, Peer Relationships, Motivating Others, Business Acumen, Organizational Agility, Perspective and vision



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