



Talent Development Components

- **Assessments:** Learning assessments are tests of knowledge, skills, or competence. Their purpose is to measure the results from instruction.
- **Career Development:** A planned process of interaction between an organization and an individual that allows the employee to grow in an organization.
- **Change Management:** Applies structured approaches to shift individuals, teams, and organizations from a current state to a desired state.
- **Coaching:** Uses an interactive process to help individuals develop rapidly and produce results; improve others' ability to set goals, take action, make better decisions, and make full use of their natural strengths.
- **Compensation and Benefits:** Compensation: monetary value given to employees in return for their services. Benefits: financial form of compensation offered in addition to cash salary to enrich workers' lives.
- **Competency Model Development:** Highlights the most critical foundational and business competencies required for professional success, and the Areas of Expertise (AOEs) that are fundamental in a field.
- **Compliance:** In real life, compliance means conforming to requirements and, in most situations, being able to prove that your organization has done so. This is typically achieved through the development of organizational policies that will map out the expected behaviors.
- **Cross-Cultural Training:** The ability to develop and adapt to a global mindset: being aware of the nuances required for doing business in targeted cultures, where communication styles differ and assumptions about these styles can have a negative impact on business.
- **Diversity and Inclusion:** Diversity and inclusion is based on understanding and respecting differences and similarities between people and cultures to create a positive climate in which all employees bring their best efforts to the workplace, enhancing the development of relevant products and services in a changing marketplace.
- **Employee Engagement:** A heightened emotional and intellectual connection that an employee has for his/her job, organization, manager, or coworkers that, in turn influences him/her to apply additional discretionary effort to his/her work.
- **Evaluating Learning Impact:** Gathers, organizes, and analyzes information regarding the impact of learning solutions against key business drivers; presents the information in a way that is meaningful to the organization; uses learning metrics and analytics to inform organizational decision making.
- **Executive Development:** An ongoing systematic process that assesses, develops, and enhances one's ability to carry out top-level roles in the organization.
- **Fostering Innovation:** Creating strategies that for innovation including facilitating collaboration, innovation as a competency, recruiting successful internal innovators to teach/coach/mentor others, providing training on creativity and innovation practices, partnering with innovation function in an organization, holding innovation-themed events or incubator/entrepreneurial opportunities.
- **Human Capital:** A term used to describe the collective knowledge, skills, competencies, and value of the people in an organization.
- **Instructional Design:** Designs, creates, and develops informal and formal learning solutions to meet organizational needs; analyzes and selects the most appropriate strategy, methodologies, and technologies to maximize the learning experience and impact.
- **Job Shadowing:** Working with another employee to learn new aspects related to the job, organization, certain behaviors or competencies.
- **Job Rotation:** A leader is temporarily assigned to a different job, usually laterally, in another role in the same organization, for an agreed-upon period of time.
- **Knowledge Management:** Captures, distributes, and archives intellectual capital in a way that encourages knowledge-sharing and collaboration in the organization.
- **Leadership Development:** Any activity that increases the leadership ability of an individual or the leadership capability of an organization. It includes activities such as learning events, mentoring, coaching, self-study, job rotation, and special assignments to develop the knowledge and skills required to lead.
- **Learning Technologies:** Identifies, selects, and applies a variety of learning technologies; adapts learning technologies; matches the appropriate technology to the specific learning opportunity or challenge at hand.
- **Managing Learning Programs:** Provides leadership to execute the organization's strategy; plans, monitors, and adjusts training and development projects or activities.
- **Needs Assessment:** The process of gathering data to determine what individual performers need in order for the organization to accomplish its stated goals.
- **Onboarding:** Sometimes called new employee orientation, refers to the process by which new employees acquire the necessary knowledge, skills, and behaviors to become effective members in their organizations.

- **Organizational Development:** The process of developing an organization to be more effective in achieving its business goals. OD uses planned initiatives to develop the systems, structures, and process in the organization to improve effectiveness.
- **Organizational Effectiveness:** How well an organization performs in one or more performance areas. Financial performance is one area that is almost always considered. Other areas that may be considered include its impact on the environment, its members, and society.
- **Performance Consulting:** A strategic process that produces business results by maximizing the performance of people in organizations. Performance consulting is results-focused and is solution-neutral until we have determined any reasons for the gaps that we have in business and performance results.
- **Performance Improvement:** Applies a systematic process of discovering and analyzing human performance gaps; plans for future improvements in human performance; designs and develops solutions to close performance gaps; partners with the customer when identifying the opportunity and the solution; implements the solution; monitors the change; evaluates the results.
- **Performance Management:** To help organizations maximize productivity by enabling employees to perform to their potential.
- **Recognition and Rewards:** Through rewards and recognition, an organization demonstrates appreciation in meaningful and tangible ways.
- **Recruitment:** The practice of soliciting and actively seeking applicants to fill recently vacated or newly created positions using a variety of methods.
- **Sales Enablement:** Collaborating across functions to promote sales success through sales talent selection, sales talent development, sales tool and process improvement, sales coaching, and sales incentive and compensation design.
- **Strategic Planning:** The process that allows an organization to identify its aspirations and future challenges, clarify and gain consensus around a business strategy, communicate the strategy throughout the organization, align departments and personal goals with the overarching organizational strategy, and identify and align strategic initiatives.
- **Succession Planning:** The process of identifying key positions, candidates, and employees to meet the challenges that an organization faces in the short and long term.
- **Talent Acquisition:** Assessing what the job will entail and what experiences, education, and attitude combine for the best possible fit.
- **Talent Engagement:** The art and process of engaging talent should begin before employees' first day with the pre-hire experience and should continue throughout their tenure.
- **Talent Management:** Builds an organization's culture, engagement, capability, and capacity through the implementation and integration of talent acquisition, employee development, retention, and development processes; ensures that these processes are aligned to organizational goals.
- **Talent Mobility:** The movement of talent across the organization - across projects, roles, teams, divisions, locations, etc.
- **Training Delivery:** Delivers informal and formal learning solutions in a manner that engages the learner and produces desired outcomes; manages and responds to learner needs; ensures that the learning is made available in effective platforms and delivered in a timely and effective manner.
- **Tuition Assistance:** A type of employee benefit in which an employer reimburses employees for the costs associated with continuing education.
- **Workplace Planning:** The process that ensures that an organization can meet its goals and objectives within a given business environment by having the right workforce capability.

Consider your organization, what does your current Talent Development Framework look like?

Your Organization's Primary Functions

Your Organization's Secondary Functions
