

# The Periodic Table of Talent

Strategy							Catalysts	
<b>Al</b> Align	<b>An</b> Analyze	<b>D</b> Differentiate	Talent Solutions		Work Solutions		<b>Td</b> Talent Dialogue	
<b>Ba</b> Business Alignment	<b>Wp</b> Workforce Planning	<b>Wi</b> Workforce Intelligence	<b>Rs</b> Recruitment & Staffing	<b>Ld</b> Learning & Development	<b>Kc</b> Knowledge & Collaboration	<b>Od</b> Organization Design	<b>Mcc</b> Mass Career Customization™	
<b>Rm</b> Risk Management	<b>Cws</b> Critical Workforce Segments	<b>Tr</b> Talent Roadmap	<b>O<sup>2</sup></b> Orientation & Onboarding	<b>Sm</b> Succession Management	<b>Wd</b> Work Design	<b>Jd</b> Job Design	<b>Rt</b> Rewards Transformation	
<b>Hrs</b> HR Strategy	<b>Ta</b> Talent Assessment	<b>G<sup>4</sup></b> Generational Strategy	<b>Pm</b> Performance Management	<b>Ad</b> Accelerated Development	<b>Gm</b> Global Mobility	<b>V</b> Virtual Workplace	<b>Ev</b> Employee Value Propositions	
		<b>M</b> Metrics	<b>Gs</b> Global Sourcing	<b>Co</b> Coached Organization	<b>Sn</b> Social Networking			
Infrastructure								
<b>T</b> Technology	<b>Sd</b> HR Service Delivery	<b>Di</b> Diversity & Inclusion	<b>Cm</b> Change Management	<b>Er</b> Ethics & Responsibility	<b>C</b> Communications	<b>Cu</b> Culture	<b>Le</b> Leadership	

## Strategy

- Work with your senior leadership team to get clear on your company's top business priorities
- Identify the critical workforce segments that drive value to the business
- Use talent dialogue in each segment to link business and talent strategies
- Select the metrics you'll use to monitor the progress and impact of talent initiatives

## Solutions

- Consider both talent-focused and work-based solutions
- Identify the top needs for core and differentiated solutions
- Assign responsibility for making sure talent and workplace solutions deliver the intended results
- Build talent dialogue and clear metrics into the development and roll-out of every solution

## Catalysts

- Consider catalysts that will redefine talent priorities and drive dramatic improvements

## Infrastructure

- Assess the status of your HR infrastructure in terms of service delivery, processes, roles, and technology
- Identify what technology upgrades—both in HR and across the organization—are required to support the talent and work solutions you need
- Focus on culture, change, and communications issues
- Engage and develop your leaders at every level

□ Core □ Differentiating