

hw consulting

**TALENT MANAGEMENT
PARTNERSHIP**

SERVICES



**FRACTIONAL
HUMAN RESOURCES
TALENT
MANAGEMENT
SERVICES**

MAXIMIZE EXCELLENCE!

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WE UNDERSTAND EACH CLIENT IS UNIQUE

We work with you and your leadership team to assess your Human Resources - Talent Management needs. We customize a bespoke program that aligns and optimizes talent to the company’s philosophy and strategy while maximizing excellence and ensuring success!

We create partnerships that are based on trust, alignment, excellence, and impact – from assessment, to action, to results.

We offer decades of expertise and are fully accredited and certified.

We Assess. We Coach. We Develop. We Advise.

Let's Talk!

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TALENT MANAGEMENT

MAXIMIZE EXCELLENCE

Organizational Effectiveness

- Organizational Design
- Organizational Development
- Culture Inventory
- Culture Effectiveness
- Communication Excellence
- Employee, Stakeholder, Customer Experience
- Pulse Surveys
- Stay/Leave Interviews

Workforce Planning

- Performance Management
- Job Descriptions
- Employee Manual
- Strategic Job Analysis
- Gap Analysis Action Planning
- Replacement Strategy
- Succession Management

Workforce Staffing

- Talent Strategy & Alignment
- Competency Modeling
- Employee Branding
- Candidate Selection
- Candidate Interviews
- Hire Process
- Onboarding
- Predicting/Preventing Employee Turnover
- Leave Interviews

Workforce Development

- Assessments
- Executive, Leadership, Team, and Career Development
- Career Mobility & Growth
- Competency Development
- Executive, Leadership, and Team Coaching

Crafting a blueprint that unlocks potential and powers success!

Strategic objective achievement, operational performance enhancement, and organizational agility.

ORGANIZATIONAL EFFECTIVENESS

ORGANIZATIONAL DESIGN: Comprehensive process of aligning an organization's structure with its philosophy and strategy to achieve efficiency and effectiveness.

ORGANIZATIONAL DEVELOPMENT: A planned organization-wide effort to improve operations and performance.

CULTURE TRANSFORMATION: A systematic and transformational approach to shift organizational culture from current to ideal.

COMMUNICATION EXCELLENCE: Assessment and strategy that improves exchange of information, ideas, and messages within an organization.

ENGAGEMENT AND EXPERIENCE: Process to create positive work environments and meaningful work experiences.

ORGANIZATIONAL SURVEYS & INTERVIEWS: Tools for gathering data on employee attitudes, perceptions, and experiences to inform decision-making.

Accelerate and achieve ROI on talent.

The right talent, at the right time, doing the right things, for the right reasons.

WORKFORCE PLANNING

PERFORMANCE MANAGEMENT: Setting goals, monitoring progress, and evaluating employee achievement.

JOB DESIGN AND DESCRIPTIONS: Structuring and documenting work tasks for specific roles.

EMPLOYEE HANDBOOKS: Structured tools documenting companies policies, procedures, and expectations for employees.

STRATEGIC JOB ANALYSIS: Analyzing jobs in the context of organizational strategy.

GAP ANALYSIS ACTION PLANNING: Determining talent gaps and defining actionable plans to close the gaps.

REPLACEMENT STRATEGY: Identifying and developing potential successors for critical roles.

SUCCESSION MANAGEMENT: Comprehensive approach for ensuring leadership continuity.

Ensure operational efficiency and strategic alignment.

Effective workforce staffing is a cornerstone of organizational success.

WORKFORCE STAFFING

TALENT STRATEGY & ALIGNMENT: Comprehensive needs assessment and talent strategy road map.

COMPETENCY MODELING: Structured framework defining skills, behaviors, knowledge, and attributes required for successful performance.

CANDIDATE SELECTION & INTERVIEWING: System and process for selecting the right people for the right job.

ONBOARDING PROCESS IMPROVEMENT: Process to integrate employees into the organization and set them up for long-term success.

RETENTION STRATEGIES: Keeping valuable employees engaged responsibly, and committed to staying.

STAY AND LEAVE INTERVIEWS: Tool for understand employee experience.

Excellence through continuous development!

Developing the workforce skills and talents while highlighting the organization's dedication to growth and excellence.

WORKFORCE DEVELOPMENT

ASSESSMENTS & EVALUATION: Comprehensive evaluation of various aspects crucial to both individual and organizational success.

DEVELOPMENT: Tailored development programs for boards, executives, leaders, teams, and individuals.

CAREER MOBILITY AND GROWTH: Targeted vertical and horizontal advancement and movement strategies and support.

COMPETENCY & SKILLS: Developing the competencies and skills needed for success in job roles.

COACHING: Bespoke board, executive, leadership, team, and performance coaching programs.

Feeling the pain?

2024 TM Stats and Trends

LEADERSHIP DEVELOPMENT

- **Gartner** reports leadership and managerial capability **gaps** are a top concern, with many organizations focusing on leadership development to prepare for future challenges

INTERNAL MOBILITY

- **HR Executive** highlights **44%** of business leaders recognize the need for better workforce data to enable a skills-first approach to talent management, facilitating better internal mobility.

EMPLOYEE WELL-BEING

- **SelectHub** shows **81%** of employees seek employers who prioritize mental well-being, highlighting the increasing important of mental health support in the workplace.

EMPLOYEE ENGAGEMENT

- **G2** found **46%** of workers feel connected to their companies and managers, suggesting a need for improved engagement strategies.

REMOTE AND HYBRID WORK

- **SelectHub** reports **81%** of employees prefer hybrid work models, reflecting a strong desire for flexibility in work arrangements.

TALENT ACQUISITION

- **SHRM** found that **75%** of organizations have faced difficulties in recruiting for full-time positions, indicating a competitive job market.

EMPLOYEE TURNOVER

- **G2** reports **63.3%** of employees leave jobs for preventable reasons, underlining the importance of addressing factors such as job satisfaction and career growth.

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