

# Talent Development & Retention Solution



**“Talent Management becomes the key challenge in the 21<sup>st</sup> century”**

- Talent’s expectation are rising
- Talent Management is not institutionalized
- Surveys do not result in consistent action plans
- Best practices become complex to implement

**18%** Staff turn-over rate in Singapore in 2011



**95%** of the reasons Talent leave an organization can be anticipated and avoided

1. Below Average Wages with unreasonable Work Demands
2. Lack of Autonomy and Respect
3. No Professional Development Program
4. No Opportunity for Advancement
5. Lack of Recognition
6. Lack of Health Benefits
7. Health Problems and Job Burnout
8. No Job Security
9. Bad Management Behavior

## Many organizations conduct ESI surveys, but...

- ... result does not identify issues with individual talents
- ... results to not lead into individual action plans
- ... there is no multiplication of best practices for talent retention, development



*“Strategy without tactics is the slowest route to victory. Tactics without strategy is the noise before defeat.”*  
(Sun Tzu)

## Our Approach

Increase employee engagement & **Retention**

Identify employee engagement for every person and supervisor individually, focusing on talent-supervisor relationship

**Institutionalize** talent development on all management levels

Provide direct development steps based on best practices and follow through improvement

Grow overall organization’s maturity in people management



Manage Talent **across** all entities & divisions



Analyze individual or **group** engagement and retention



Determine Talent Management **process**



Manage & analyze Talent Management **Improvements**

