

TALENT MANAGEMENT, SUCCESSION AND PIPELINING

How do we do it?

Through combining our capability tools to assess human potential and our organisational diagnostic capabilities, to understand the structure of companies, we offer unique talent management, succession and pipelining solutions. Our Genie system allows us to provide comprehensive and visual snapshots, called Mode Plots, of talent pools that are based on live data and real time capability.

Our approach will be beneficial to your organisation because:

- We ensure companies understand their bench strength, through identifying the readiness of their talent to assume critical roles both now and in the future
- We ensure that the organizational structure of companies is requisite, meaning that the business is efficient, roles and accountabilities are clear, and people understand what they are expected to achieve
- Through our ability to understand what roles are required to reach the goals of the organization, and what types of decisions individuals are comfortable making both now and in the future (using real time growth forecasts), we are able to conduct predictive analytics to identify talent and business challenges that are likely to occur in the future.
- Our unique analytics informs strategic decisions companies make

The process of utilising our talent management and succession methodologies includes the following steps:

- Performing a **Levels of Work Audit** to understand the structural and complexity requirements of the various roles in the business.
- Using the **Organisational Role Appreciation (ORA)** to create clarity of what is required from a levels of work perspective to be effective in each role in the business
- Assessing key individuals using our **capability tools**
- Utilising our **talent analytics** through our Genie system to inform talent management and succession decisions and strategies

For more information or a free consultation please contact info@biooss.com or call 011 4502434.

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