

Considering Your Talent Strategy

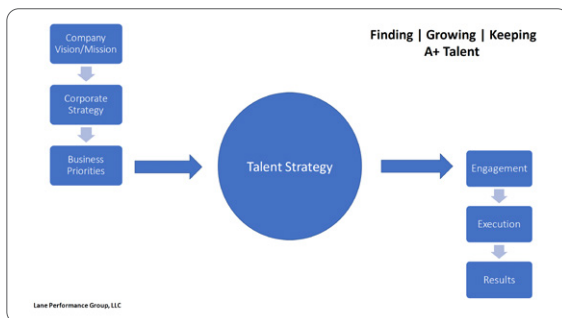
BRUCE LANE

Putting together a talent strategy is not just an HR matter. Deciding which aspects should be prioritized and what external and internal resources should be brought to bear is a complex recipe. Bruce Lane helps us think.

For Deeper Conversation

1. Many first chair leaders have experience in the second chair. Take some time to get in touch with it and compare/contrast with your COO or equivalent. What is similar and where are the gaps? Do you want to do anything about it?
2. Review the scaffolding for talent strategy as Bruce describes it. Where are you strong and where are you lacking? Is there anything you would change about this scaffolding?
3. How well are the talent strategy resources that you use working for you? What would make them still better and what do you need to do to make that happen?
4. Do you calculate the cost of a mis-hire, an underperformer, or the general talent turnover that you have to manage? Does that calculation include the cost of executive time in conducting the search and handling remedial matters? Does it include waste or opportunity cost? How expensive is this for you? Are you satisfied with that cost or do you intend for it to be less? What might you do to improve your turnover factor?

Going Deeper Still



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Talent Strategy
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