

Talent Intelligence

Leadership Risk Management



OVERVIEW



Introduction

Talent Intelligence is a global advisory firm providing innovative solutions to our clients' critical talent issues. We partner with a limited number of top tier companies per industry sector – in many cases just one – to ensure ethical and exclusive services.

Our core service offerings are:

- Succession Management Advisory
- Talent Pipelining
- Competitive Intelligence

The above services, whether taken up separately or integrated into a powerful holistic talent management solution, are supported by our global service delivery model and web-based technology.

Talent Intelligence offers you the unique ability to include benchmarked external talent and related actionable intelligence against planned or unplanned changes in the structure, composition and performance of your own leadership team on a continual real-time basis.

The result is improved speed, quality and reduced cost around strategic succession management, leadership risk, talent management and talent acquisition. This in turn provides the basis for sustained competitive advantage, improved return on investment and enhanced business performance.

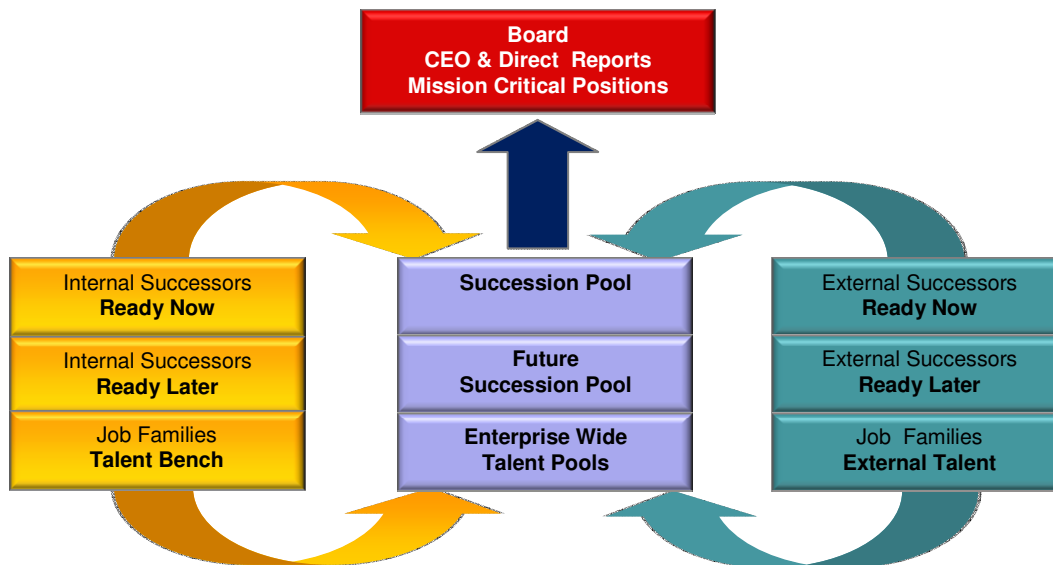


Succession Management

Succession management is a critical corporate governance and business issue for the Board and the Executive Leadership Team.

Our succession management advisory service provides accurate, timely and relevant benchmarking of external talent against your critical leadership positions. Our dedicated service delivery teams apply disciplined research methodologies, creative thinking and trusted advice to address and solve the risks and gaps in your succession planning process.

The key to our success is our ability to gain a deep understanding of your strategy, business context and organizational imperatives as they align and apply to best practice strategic succession and talent management planning.



Talent Pipelining

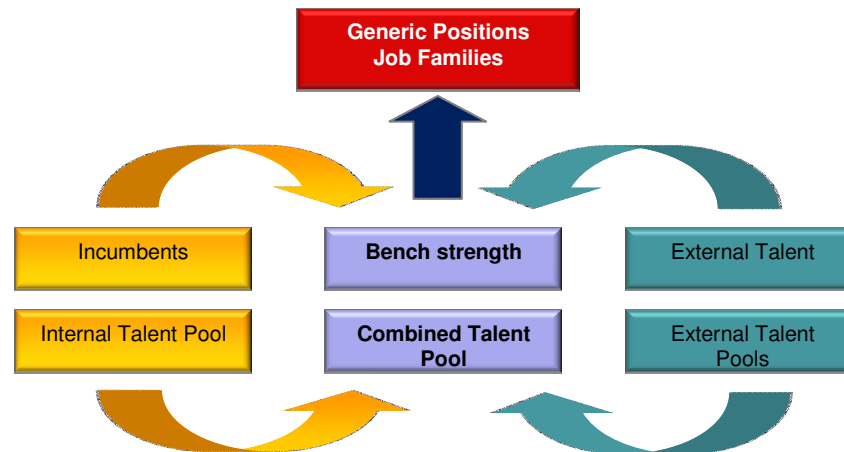
The success of every organisation is contingent on having the best and most appropriate talent pool.

The risk of not being able to fill mission critical generic and / or job family roles ahead of demand (and ahead of the competition) can represent a significant threat. Our Talent Pipelining solution addresses and mitigates this threat. Working closely with our clients in forecasting demands and leadership alignment risks, we build and continually manage live external talent pools benchmarked against mission critical roles.

This is a strategic capability that no business can afford to be without.

Talent Pipelining can address the following business issues:

- Where recruitment has been expensive or difficult
- Multiple geographies
- Hard to find skills
- High turnover
- High growth area
- Newly created roles



Competitive Intelligence

Our competitive intelligence service offers your business the ability to out-maneuver, out-wit and out-smart your competitors by picking up, advising and reporting on critical questions as they arise.

We provide confidential, detailed project strategies and actionable insights in the following key areas:

- Diversity
- Competitor Benchmarking
- New Market Entry
- Capability Gaps
- Launching News Products or Services
- Mergers and Acquisitions (“Talent Due Diligence”)



Features & Benefits - Overview:

- Business model specifically designed to mitigate leadership risk
- Global capability and reach
- Partnership with limited clients per industry sector (often just with one)
- Dedicated Service Delivery Teams for each client – no competing priorities
- Leading edge competitive intelligence and research techniques
- Intelligence continually updated via a customised dynamic web-based site
- 24x7 secure access to all the intelligence for approved client stakeholders
- Range of on-demand and customized intelligence and management reports
- Clients direct, control and own the talent intelligence generated on their behalf
- Measurable return on investment and value

