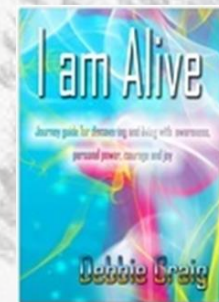
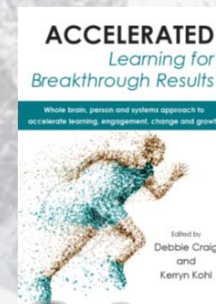
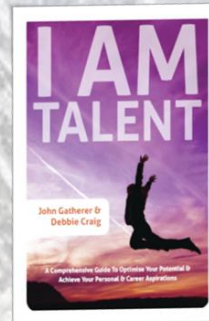


TALENT MANAGEMENT OVERVIEW

CATALYST
CONSULTING



STRATEGIES AND TOOLS TO ATTRACT, DEVELOP AND RETAIN YOUR TALENT

2019

Our Talent Management offering



The Challenge

There is a perfect talent storm brewing that requires competitive strategies and leadership capability to attract, develop and retain the best talent, despite global mobility, scarcity of skills and high expectations.

Catalyst Focus

We co-design integrated & practical talent and succession strategies, processes and tools to attract, assess, engage, develop & retain current & future talent.

Catalyst Offerings & Tools

- Talent strategies, processes, systems, tools : Talent 4.0 maturity diagnostic, toolkit & capacity building
- Talent & Potential Assessment
- Performance Management : 3D dialogue and contribution, growth plans
- Future Critical Workforce & Capability Planning : Enterprise capabilities, MCP tool
- Talent Risk Response Strategies : Strategic sourcing, succession, transformation, retention, accelerated development
- Accelerated Talent Development
- Coaching & Mentoring



Our Talent Management impact

WHAT IS TALENT MANAGEMENT



TALENT CHALLENGES

Can you confidently answer any of the following?

- Who are your leaders, technical specialists and critical positions of the future?
- What capabilities will drive competitive advantage in the future?
- Are you growing future-fit leaders able to deal with complexity and disruption?
- How do you attract, source, rotate and retain critical talent sustainably?
- How do you accelerate development to manage transformation, succession risk and unleash potential?
- How do you broaden your search for talent in the SA context?
- Do you have the HC capability to drive critical talent management in these times?
- Do you have the technology to enable continuous insight for strategic investment in talent?
- Do you have the tools to identify potential in your current and future talent?

WHAT OUR CLIENTS SAY

“True professionalism, embedded themselves within our culture, refining our talent practices for business needs, transferred skills to HR and leaders, successful project, expanded due to value add, right collaborators to build sustainable talent management!” - **Taryn Marcus**, **Imperial Group OE & Talent Exec**

“Invaluable experience partnering with Catalyst, knowledge, guidance and leadership of team, went far beyond just a framework, tangible and practical for our world, your team became one with ours, enthusiasm was seen and felt throughout the journey, gained knowledge on best practice as well as the tools to sustain this vision for years to come.” - **Vanessa Kodisang**, **Massmart Group Talent Manager**

TALENT BUSINESS CASE

Global research shows that talent management has numerous benefits

Realise Benefits

Leadership & decision making: Key talent in high leverage positions – **70%** culture, **50%** performance

Engagement & potential: Engaged people = **>3.5 x** more profit, **87%** more likely to stay

Skills. Innovation & culture: Pipeline of talent & critical skills, culture of innovation and learning

Manage Risks

Retention risk: Cost of loss of key talent- **1-1.5x TCTC**

Succession risk: Cost of vacancy/not ready person filling a MCP

Transformation risk: Cost of non compliance e.g. not meeting BBBEE targets or stakeholder expectations

TRACK RECORD

We've been successfully implementing strategic talent management at numerous clients for over 12 years.

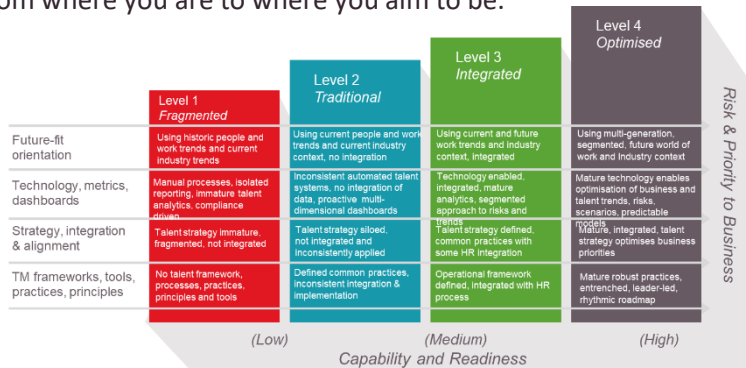


Our approach and tools



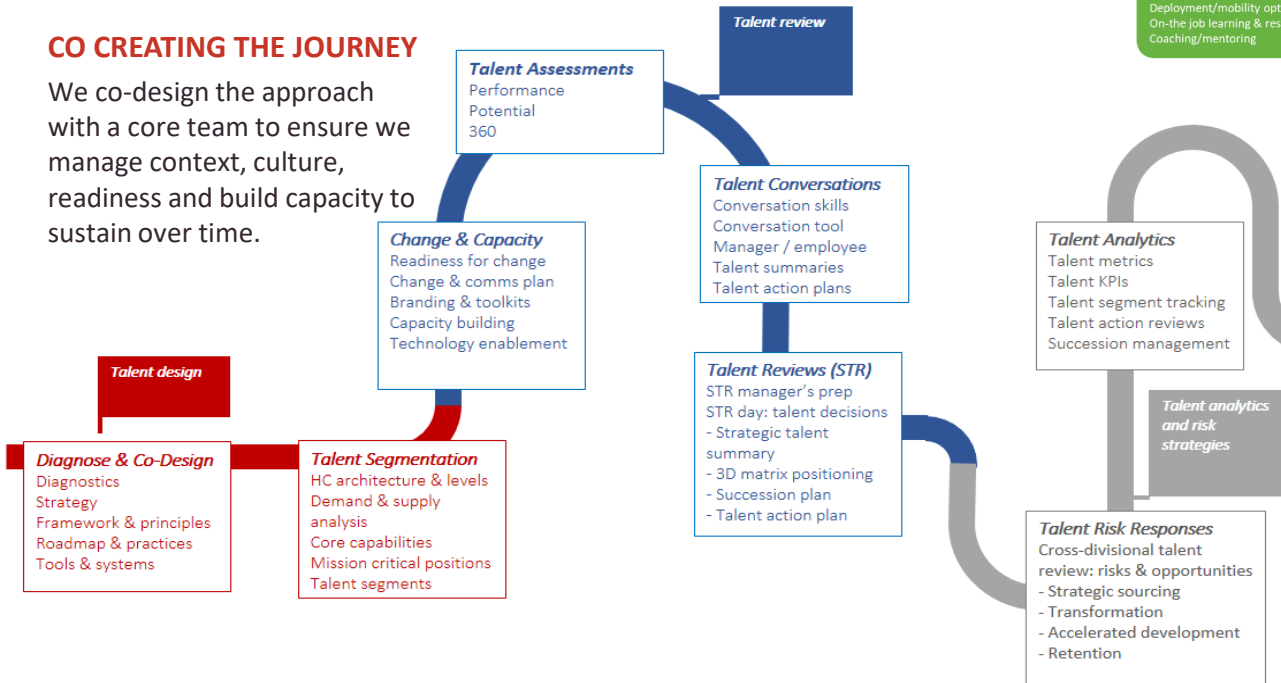
OUR TALENT DIAGNOSTIC

Our talent diagnostic tool guides the customised design of the journey from where you are to where you aim to be.



CO CREATING THE JOURNEY

We co-design the approach with a core team to ensure we manage context, culture, readiness and build capacity to sustain over time.



OUR TALENT FRAMEWORK

Our talent framework ensures an integrated approach to managing talent and building maturity over time.



OUR TOOLS

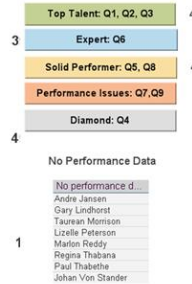
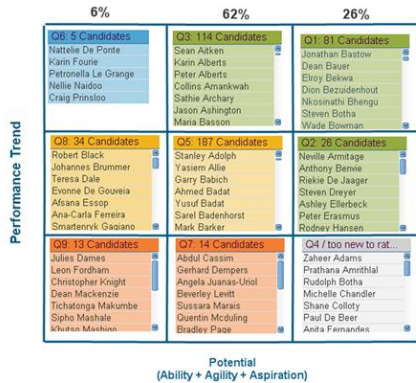
Our many user-friendly, practical tools & systems make the complexity of managing talent understandable and meaningful.



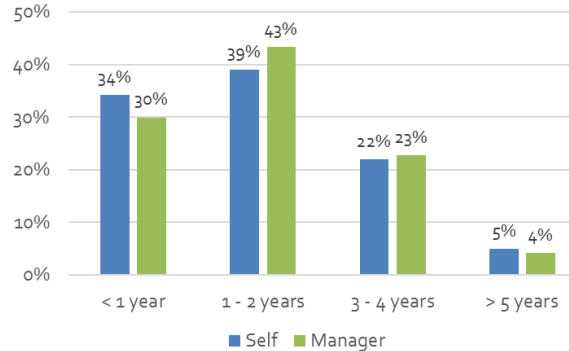
Talent analytics – illustrative examples



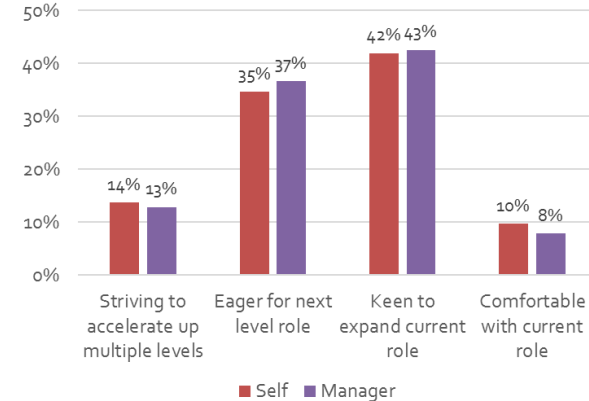
Talent Distribution



Readiness



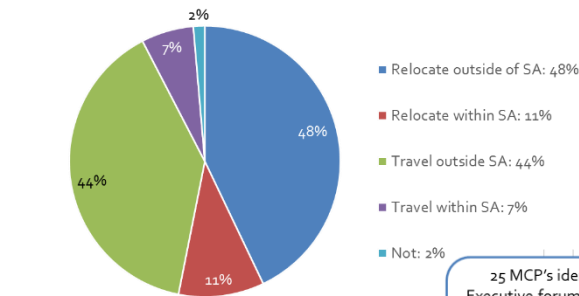
Aspiration



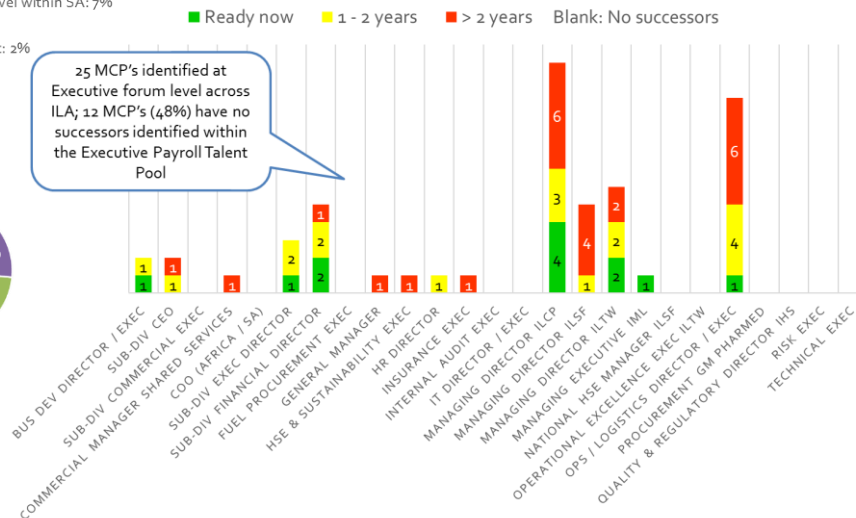
Talent Risks



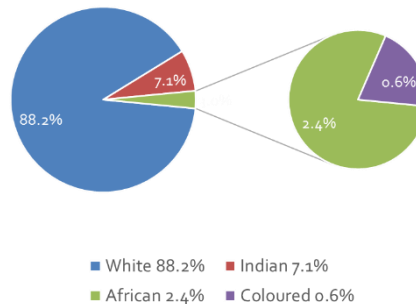
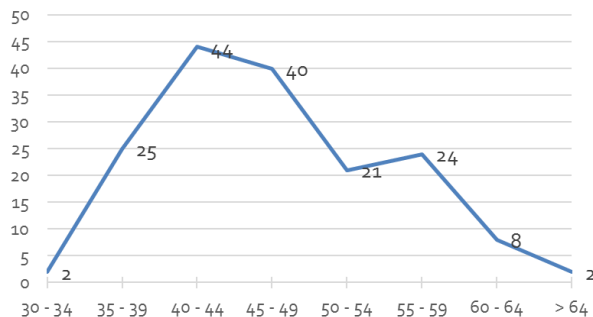
Mobility



Succession readiness & risk



Age Profile: 166 Executive Forum members



Our Talent track record



RAND MERCHANT BANK (2015 – current) www.rmb.co.za

Talent management strategy, toolkit and training. Accelerated Learning Program for potential successors.



IMPERIAL GROUP (2015 – 2017) www.imperial.co.za

Talent Management Strategy, Process, Toolkits and Capacity Building across all divisions. Talent management training for executives, leaders and HR professional across the group. System and analytics integration



SANTAM (2016 – 2017) www.santam.co.za

Talent management strategy, toolkit and capacity building. Digital learning guides and toolkits for talent and key HC processes.



ETHOS (2013-current) www.ethos.co.za

Talent Management Strategy, Process, Toolkits and Capacity Building including the Leadership Pipeline. Succession Management for Partners and new CEO. High performance teams for Partnership Team Leadership Brand and Competency Development. Culture Transformation and Staff Engagement sessions.



AVENG GROUP: Duraset (2012-2013) www.avengman.com

Talent Management Strategy, Toolkit and Capacity Building.



DE BEERS GROUP (1999-2004) www.debeersgroup.com

Talent Management Strategy, Process, Toolkits and Capacity Building including the Leadership Pipeline and HR Capacity Building Programs. (In association with MAC Consulting)



TRANSNET AND TRANSNET CAPITAL PROJECTS (2005-2012)

www.transnet.net

Leadership Pipeline, performance and competency standards across all leadership levels.

Talent Management strategy, tools and capacity building. Rated most effective culture change intervention by external auditors.

BANKSERVAFRICA (2015 – current) www.bankservafrica.com

Talent Management strategy, tools and capacity building as part of a Human Capital Transformation Journey

MASSMART GROUP (2016 - current) www.massmart.co.za

Talent Management Strategy, Process, Toolkits and Capacity Building across all divisions. System and analytics integration

FIRST RAND GROUP (2017 – current) www.firststrand.co.za

Strategic alignment of talent strategy, frameworks, minimum standards and technology across franchises.

TONGAAT HULETT STARCH (2011-current) www.tongaathulettstarch.co.za

Talent and competency Management strategy, tools and capacity building as part of a Business and Human Capital “Journey to Excellence”

BUCKMAN (2007-2015) www.buckman.com

(Africa, SE Asia, China, USA, Mexico, Canada, S America, Europe)
Talent and competency management strategy, tools and capacity building as part of a Business and Human Capital transformation journey – global roll-out

ENGEN (2009 – 2013) www.engen.co.za

Talent Management Strategy, Process, Toolkits and Capacity Building including the Leadership Pipeline.
Retention Strategy implementation in partnership with the Senior HR Leadership Team and line talent champions.
Leadership Competency Profiling, HR Capacity Building Programs.

ETHEKWINI MUNICIPALITY (2009-2010) www.durban.gov.za

Talent and competency management implementation & capacity building HR capacity building program






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