

Talent 4.0 – the science of Talent

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



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?

DO YOU NEED A CATALYST?

Wherever you are on your talent journey, we can partner with you to innovate and accelerate your management of talent using a unique blend of science and practicality.

Catalysts for business results through people
We co-create customised, future-fit solutions, shift mindsets and build purposeful, capable people who impact business, communities and South Africa

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

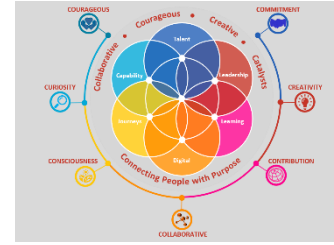
Transformation risk: Cost of non compliance e.g. not meeting BBBEE targets or stakeholder expectations



WHO IS CATALYST

Catalysts for business results through people
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Strategic Catalysts
Talent Leadership
Performance
Engagement Learning
Teams Change



Collaborative, Courageous ... authentic, curious, conscious, bold, life-long learners, willing to co-create, confront the truth and build meaningful partnerships and impact

Creative Catalysts... activating and accelerating learning and change through innovative, future fit, agile, bespoke people solutions

Connecting People with Purpose ... Connecting, aligning and energizing people and teams with their organisation and own purpose ... Connecting people, ideas, technology or providers to fulfil needs and create meaning

TRACK RECORD

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



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*

CONTACT US

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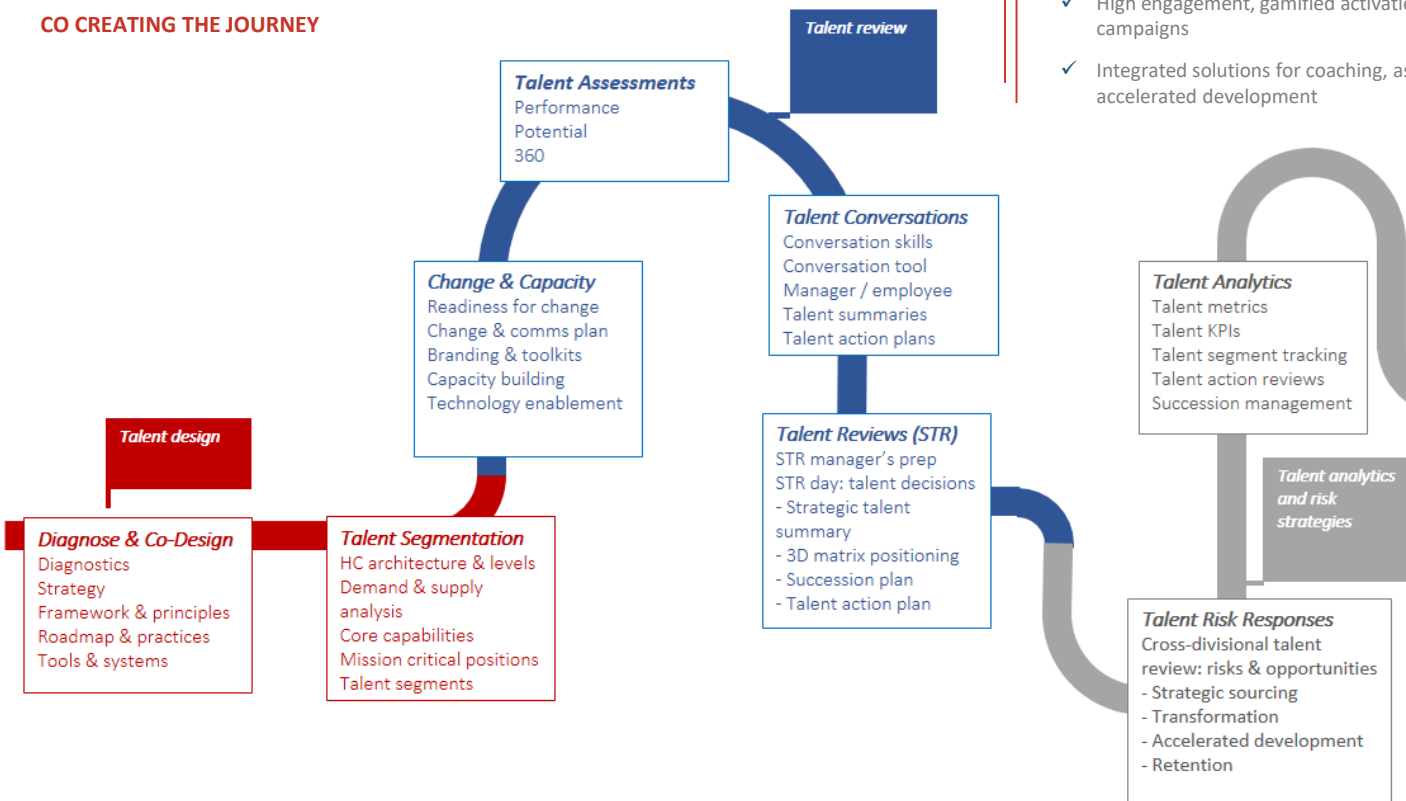


DIAGNOSING AND PRIORITISING NEEDS

Our talent framework and diagnostic approach and tools guides the design of the journey from where you are to where you aim to be. .



CO CREATING THE JOURNEY



WHY CATALYST

- ✓ Collaborative design and alignment with strategy, culture, leadership, talent and HC practices
- ✓ Blend of science, best practice and experience
- ✓ User-friendly, gamified tools and guides
- ✓ Enabling change and capability
- ✓ Collaboration with and technology partners to integrate strategy, process and functionality
- ✓ High engagement, gamified activations & branding campaigns
- ✓ Integrated solutions for coaching, assessments and accelerated development

OUR NUMBERS

Proud history of long-term partnerships and collaborations.

International track record across **5** continents and more than **14** countries.

Recognised thought leaders – numerous articles and **3** books published.

21 years of delivering results – since 1997.

Team of deeply experienced, specialists.

OUR TOOLS

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

- Talent diagnostic
- HC architecture – levels of work, competencies
- Talent Segmentation
- SimTalent – talent management simulation game
- UMU – mobile engagement
- Potential assessments – mobile, gamified, fit for purpose
- Talent Conversation
- 3D Talent Matrix
- Succession and talent tools
- Talent mapping
- Talent intelligence
- Talent Management Technology Platform E-learning platform