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| =  Talent Shortage? Develop From Within! |
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| **Talent Summit 2018** |
| PRESENTED BY:  Eric Gibson, President & Jaci Dukowitz, Director |

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| Talent Shortage? Develop From Within |  | **Things to Consider** • • • |
| TRACTION: Get a grip on your business by Gino Wickman  Consolidate your business management software systems. Simplify with one ERP system  Consider a LMS to manage training and development needs and activities within the organization  Make talent management a priority  Is your HR organization staffed with the talent to act as a solid business partner in growing the business?  What is your culture like and how does it support talent management and growth opportunities |
| Key Takeaways  * Commit to one of two strategies: maintenance or growth. * Evaluate your short, intermediate and long-term talent needs before acting. * Favor growth strategies over expense management related to bottom line performance even when maintenance is your strategy * Identify and either hire or create those accountable before starting projects or initiatives * A written and agreed upon plan is essential to long term success * Patience and visibility within the organization will be key factors in maintaining momentum for talent development  Strategies to Implement Now  1. Evaluate your organization. Using a SWOT analysis, identify those areas that will slow or inhibit your selected strategy of maintenance or growth. 2. Identify your leaders that can help you initiate and maintain talent development strategies focused on maintenance or growth. Give them the freedom to fail early so they will take risk when it matters. 3. Write down what you want the business to look like and then back into those actions that will help create that reality. Create a plan, document it and constantly re-evaluate.  Meaningful Metrics to Track  * Retention * % of managers/leaders from within vs hired from outside * Hours of training and development by employee * Training dollars vs EBIT dollars. Look for correlation. |

