

Talentmanagement

IPA

Institute for Human
Resource Development
and Organization

You know

that turnover costs in knowledge-based organizations can develop into a central problem.

You have recognized that highly qualified and loyal staff members produce valuable contributions which are central to an organization.

You want to provide your talent with a career path and possibilities for development in order to increase their performance, motivation and commitment.

You are looking for a partner who can help you systematically identify, recruit, employ and tie to your company internal and external talent with skills critical for success.

We help you

build an integrated, proactive and long-term talentmanagement system.

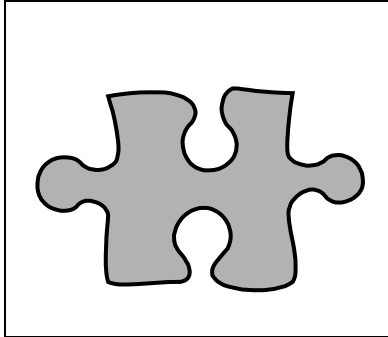
To guarantee that your company remains competitive, we analyse the strategic needs of your organization and anticipate the particular set of skills that will be sought in certain key positions in five or ten years.

We integrate your company's senior management in the talentmanagement process in order to bring the identification and development of potential "closer to home" and enhance the quality of decisions made regarding replacements and staffing.

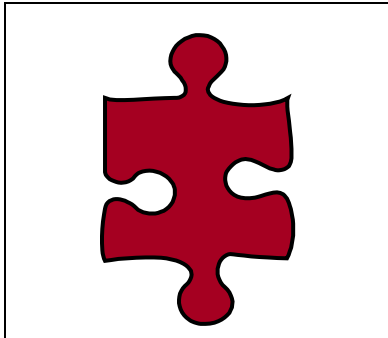
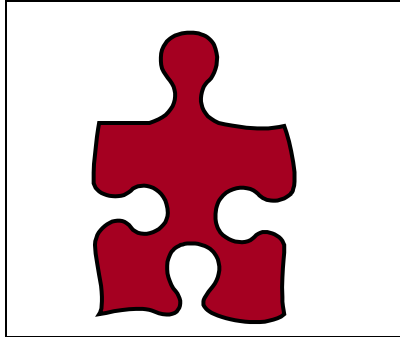
Recognizing talent

You need

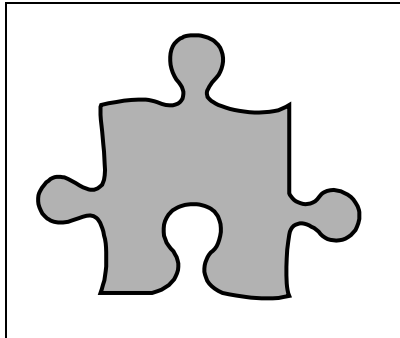
employer branding



skill and job compatibility
assessment



training programs



career path models

We provide

you with a building block system whose components you can choose.

IPA's talentmanagement extends from the conceptualization and implementation of strategic measures to the concrete implementation of training modules and executive coaching sessions.

The talentmanagement process is designed to meet your company's specific needs. Each process is adapted and adjusted to reflect your company's size and corporate culture.

The programs are developed and carried out by interdisciplinary teams of experts from the following fields: ergonomics, organizational psychology, education, economics and sociology.

Building block system

Employer branding

To attract job candidates from the outside and to strengthen the ties to and sense of identification with the company on the inside, we help you develop your individual employer marketing strategy.

Analyzing potential

Our potential-analysis method serves as the basis for internal and external screening. Our process combines and makes use of tried and tested management assessment methods like:

- development centers
- management audits
- personality tests or
- multi-source feedback.

A sound potential analysis provides you with solid information about your high potentials' strengths and weaknesses.



Discovering potential

Capture and develop talent

You want to cultivate your talent pool with individualized and skill-oriented developmental measures. On the basis of the potential analysis process, we work with you to develop specific personal development concepts that stand for sustainability and success.

Our training programs and coaching sessions build just one aspect of the development process. There are additional developmental measures which can be integrated into the daily business routine, for example, by providing opportunities for gaining first-time leadership experience through managing a specialized project, or through international prospects.



Career path models

We assist you with building up strategically important sets of skills in all areas of your business.

By implementing career path models for

- specialized careers,
- project careers, or
- management careers,

you can be sure that your employees' options will always be incorporated into the strategic planning process of your company.

By building up your talent pool we help you gain transparency with regard to the specific potential within your organization.

Let us help you with your career and replacement planning. We know how it works and we want to help.

Capturing talent

Workshop building blocks for successful talentmanagement



And this is how it works

Candidates are **selected** using a diagnostic approach like that of an assessment center.

The **training program** consists of skill-based modules (for example, leadership, project management, communication, self-management, change management), which have been put together according to the organization's specific needs.

Theory interwoven with practice and continuous **development evaluation and coaching** support the individual learning process.

Strategic project work guarantees the knowledge transfer: this offers the opportunity to implement newly gained knowledge in practice situations.

Plan your training program with us.

Systematic support



Your benefits at a glance

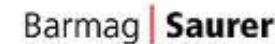
- Transparency with regard to the talent within your organization
- Systematic employment of promising external candidates and assignment of promising internal staff members
- Focused preparation of your high potentials for leadership responsibilities
- Reduction of talent shortages in key positions
- Committed and motivated high potentials.

IPA, your competent partner,

has decades of experience in conceptualizing and implementing development programs for business executives.

Talk to us about your talent.

Creating added value



Clients

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