

Making the most of *internal talent*

A fast-changing environment demands talent and vision at the top – but the skills shortage means it's not always easy to recruit externally. A "grow your own" approach, identifying and developing talent into more senior roles, can reduce time spent trying to fill leadership positions. It also creates a pool of capable, motivated employees, cuts the risk of failing at new ventures while providing stability and continuity across your organisation. Good planning means spotting and nurturing the people with the potential to excel in senior roles.

- Baby boomers are retiring in numbers, leaving a gap in knowledge and experience
- The pace of change makes for an uncertain future
- Loss of key talent hurts. PwC research suggests that the cost of losing a senior employee is equivalent to 1.5 times salary¹
- 1 in 4 employees with high potential are planning to leave their organisation during the next 12 months²

How does SHL help?

We help you spot potential among your people, measure their aspirations and strengths, then map them against your business goals. Our solutions empower you to respond to change while promoting stability and continuity across your organisation.

“SHL is giving us unique insight into the talent that exists throughout Europe.”
Cath Bailey, HR Director
European Organisation
Effectiveness, Kellogg's

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¹Managing People in a changing world – Key trends in Human capital 2010: A global perspective. PwC Saratoga research.

²Ibid.

What our customers say

Reducing the risk of new ventures

"When a vacancy arises, we can now identify the right person for the role very quickly and the right person to replace them." Richard Bull, Senior Leader, Fujitsu

Engaging staff

"SHL is putting us in a position to develop and invest in our best assets – our people – for future and ongoing success." Cath Bailey, HR Director European Organisation Effectiveness, Kellogg's

"Psychometric assessment is one key element to our process for identifying future management potential and it provides crucial information to sit alongside our existing interview process." Paul Armitage, Station Manager, West Yorkshire Fire & Rescue Service

Increasing productivity

"There has been a huge corporate benefit: not only are we identifying and developing our own talent, but we are filling vacancies internally, and as a result we are saving time and money." Richard Bull, Senior Leader, Fujitsu

How do we do it?

- Identifying those people with the potential and desire for senior roles
- Measuring internal candidates' potential, suitability and aspiration for future roles
- Helping you inform staff about the skills they will need for their future careers



Key points

Understanding the attributes needed for new roles

Assessing candidates' potential and suitability for future opportunities

Recommending ways to fast track career development



25 million
assessments
every year

Organisations that understand and maximise their people's potential achieve outstanding results. SHL gives you the insights to make better decisions about your people.

We call this People intelligence, Business results.