

# Can your *talent* deliver your organisational strategy?

Organisational performance depends on talent. Many employers have performance data on their people, but few have insight into how they meet the demands of current or future roles.

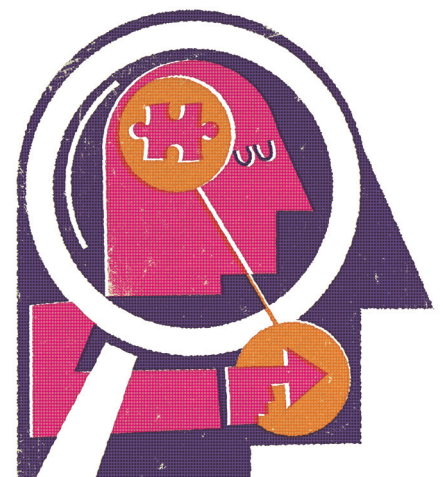
- Organisations need an objective measure of their people's ability
- Information on talent is typically historic; an objective view of potential is critical
- Business strategies are constantly changing; employers need to understand the strength of their 'bench'

## How does SHL help?

A talent audit gives you a snapshot of your organisation's talent and potential at a single point in time, revealing the gap between people capabilities and organisational requirements, and between talent available and talent needed. By evaluating past and current performance and the potential of your staff, we identify the fit and potential of individuals and teams. The result is a better alignment of talent and skills with current and future goals.

*“We have unique insight into the talent that exists throughout Europe.” Cath Bailey, HR Director, Kellogg's*

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## What our customers say

### More engagement, higher productivity

*"SHL is giving us unique insight into our talent, putting us in a position to develop and invest in our best assets – our people – for future and ongoing success."*

Cath Bailey, VP Global Talent & Organisation Development, Kellogg's

*"Thanks to SHL, we are now better able to support UL's vision with better quality hires and a much stronger link between our business objectives, our people's performance and driving outstanding customer focus."*

Josh Goderis, Director of Global Talent Management, UL

### Better retention

*"Few companies recognise the importance of developing and retaining their top marketing talent. We are demonstrating to our senior marketers in a very tangible way they are of great value to the company."*

Stevens J. Saint-Rose, Group HR Director, Coca Cola

*"We have realised a 30% reduction in turnover, representing \$5m in cost savings."*

Karen Wade, T-Mobile

### Confidence in your people

*"This has been a fantastic project for the business achieving most importantly an understanding of what good looks like."*

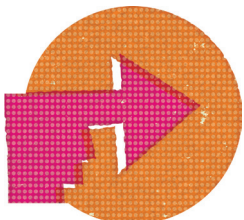
Julie Harris, Head of HR for E.ON UK's Retail Business

*"We are now using the potential of our human capacity in a better way."*

GlaxoSmithKline

## How do we do it?

- Understanding the talent and skills needed to ensure success
- Accurately and objectively assessing people against business needs
- Insight reporting reveals how well your people match your strategic priorities



## Key points

Identifying your talent and skills needs

Evaluating individuals and teams against organisational requirements

Benchmarking the performance and capability of your staff



More than  
*30 years*  
leading the  
people  
assessment  
market

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.**