

# Engaging & *mobilising* talent

Talent is increasingly scarce. Employers are facing a widening skills gap and the retirement of the baby boom generation. Aligning people and skills with strategy is crucial to deliver long-term success. It's clear that organisations need real insight into the ability, potential and needs of their people. To focus on the future, employers need to understand the true potential of their talent.

- Businesses have little insight into the capabilities of people and teams
- Few measure individuals performance, then tailor training to fill skills gaps
- As business needs change, it can be hard to move people between roles
- Decisions regarding promotions are too often subjective
- Without proper analysis, aligning skills to strategy is guesswork

## How does SHL help?

We help you to understand your people and their potential. We make it easier to engage, develop and mobilize staff to deliver your business strategy.

*“SHL is giving us unique insight into the talent that exists throughout Europe, 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*



## What our customers say

### Talent audit

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

A talent audit gives you a snapshot of your organisation's talent and potential at a single point in time. SHL's audit reveals the gap between capabilities and requirements, helping you to align the skills of your people to your current and future needs.

### Succession planning

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

SHL gives you the insight to identify those employees with the potential to move to more senior roles, boosting stability and continuity.

### Development

*"Orange can optimise career development plans on an individual basis."* Orange

SHL enables you to maximise people's potential, identifying the specific needs of individuals. With bespoke development plans you can equip your people to excel in current and future roles.

## How do we do it?

- Defining the skills and requirements of each role, no matter how senior
- Identifying the strengths and weaknesses in your talent
- Finding the individuals who are right for current or future roles
- Recommending plans to develop individuals to meet their potential



### Key points

Understand your talent pool better and see how your people compare to the competition

Rapidly and objectively find the most suitable employees for new roles or opportunities

Tailor learning and development to the specific needs of individuals and teams



*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.**