

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, and cuts the risk of failing at new ventures while providing stability and continuity across your organization. Good planning means spotting and nurturing the people with the potential to excel in more 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 the cost of losing a senior employee is equivalent to 1.5 times salary¹
- One in four employees with high potential is planning to leave their organization 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 Organization
Effectiveness, Kellogg's*



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." 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." Kellogg's

"SHL were chosen as partners in the management development program because they had the expertise, a large range of off-the-shelf material and, perhaps most importantly, were flexible in how they worked with us." Dell

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." 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

Organizations that understand and maximize 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.