

# Talent Management Maturity

The purpose of this brief checklist is to help you ascertain or diagnose how mature is your organisation in its implementation of a **Talent Management** strategy and agenda. Read through the brief descriptions below and tick if the statement is accurate for your organisation. Read the corresponding Talent Maturity Status to find out the stage your organization has reached.

To find out where you could focus more of your attention and others' efforts in order to reap the rewards of an integrated and effective Talent Management strategy, read the remaining descriptions in the checklist. The further down the checklist you go, the more mature the organization.

If you have ticked the bottom few statements, then congratulations, you are already working in a Talented Organisation!

Organisation Description	√	Talent Maturity Status
<ul style="list-style-type: none"> <li>• Organisation acquires and manages Talent on an ad hoc basis to ensure resource availability.</li> </ul>		<b>Transactional</b>
<ul style="list-style-type: none"> <li>• No clear strategy or investment in Talent Development or Talent Engagement.</li> </ul>		
<ul style="list-style-type: none"> <li>• Organisation positively supports some Talent Development by investing in key individuals.</li> </ul>		<b>Supportive</b>
<ul style="list-style-type: none"> <li>• No systematic Talent processes to drive consistency and quality.</li> </ul>		
<ul style="list-style-type: none"> <li>• Organisation has Talent Utilisation processes and resources in some core areas and measures managers on process execution.</li> </ul>		<b>Systematic</b>
<ul style="list-style-type: none"> <li>• Talent Acquisition and/ or Development is driven by HR.</li> </ul>		
<ul style="list-style-type: none"> <li>• Organisation strategy drives Talent Utilisation and Engagement activities as a key business function.</li> </ul>		<b>Engaged</b>
<ul style="list-style-type: none"> <li>• Talent Acquisition and Development are focused on specific individuals and key groups using tailored programmes.</li> </ul>		
<ul style="list-style-type: none"> <li>• Organisation has a fully integrated Talent framework that drives and is driven by corporate strategy.</li> </ul>		<b>Optimised</b>
<ul style="list-style-type: none"> <li>• Full Talent regime in place, sponsored by CEO, with talent quotient as principle business KPI.</li> </ul>		
<ul style="list-style-type: none"> <li>• Talent role models at every level.</li> </ul>		

N.B. For a description of the Talent Management processes, such as Talent Utilisation and Engagement, read the article 'What is Talent Management?'

You can find this on the Learning Partners' home page on [www.wtginsights.com](http://www.wtginsights.com).