

## Organizational Effectiveness Talent Strategy

### Organizational Effectiveness

Change Portfolio Management

Executive Coaching

Organizational Assessment & Design

Organizational Readiness Assessment

Talent Strategy

Transformational Change Management

### The Challenge

More than likely, you or your leadership team have spent many hours defining the strategy that will make your organization successful. Success in executing that strategy depends on the talent your organization acquires, aligns, develops and retains. It's difficult to imagine a product-focused company that would admit to not having a product roadmap—a plan for the future development and launch of its products. Yet few companies possess a comprehensive strategic plan for acquiring and aligning talent within their organizations. And the toughest part? There is no single magic formula. Each organization's talent strategy must reflect its own unique needs.

The impact of talent on an organization has historically been challenging to measure. Now, with recent advances in human capital measurement, more and more organizations realize that talent management is the critical component for success. Looking at how talent is managed and developed across the employee lifecycle, and aligning talent management with the organizational strategy, is the only way to ensure success.

### Our Services

Talent is the one area that is integrated into all aspects of your organization. It is also likely the greatest expense for your organization. Most organizations have at least some tools to manage their talent, but they often lack a clear strategy that ties everything together.

Point B believes that talent strategy encompass all areas affecting an organization's people—including management, structures, processes and systems. An organization can maximize its effectiveness when all of its people programs align to one overall talent strategy, which directly supports the organization's strategy.



## Talent Strategy

Point B believes that each organization is as unique as its business strategy, and that the way an organization aligns, manages, develops and retains talent should reflect that uniqueness. We bring a wide variety of skills and experiences in talent strategy and executing talent initiatives. We can help you identify, adapt or implement a comprehensive talent strategy, or design facets of that strategy to match the specific needs of your organization. Point B's Talent Strategy services include:

### Offices

Austin

Bay Area

Boston

Chicago

Dallas

Denver

Minneapolis-St. Paul

Phoenix

Portland

Seattle

Southern California

### Talent Strategy

- Human capital strategy development
- Program and process assessment
- Best practices
- Business case development

### Talent Management

- Program and process assessment
- Program and process design
- Leadership assessment and executive coaching
- Role and competency management – succession planning

### Talent Acquisition

- Program and process assessment
- Candidate sourcing strategy
- Recruiting program development

### Human Capital Initiatives

- Shared service center development
- Mergers & Acquisition talent integration
- Human Resource Management System selection and implementation

## Why Point B?

Point B's expertise spans the breadth of talent solutions. Our experienced leaders have worked in a wide variety of organizations and industries; they bring theory and tools along with the practical wisdom and diverse experience to guide your organization from strategy through execution.

We identify the right combination of skills and abilities to support your needs—from subject matter experts who can advise on specific strategies or operations on a limited basis to traditional team-based consulting. We can also provide senior staff augmentation to stand up aspects of an organization during times of great change. Clients value us for the knowledge we bring and for our ability to be flexible and right-size solutions to meet particular needs.

Since 1995, our Talent Strategy services have helped clients by:

- Facilitating the development of Talent Strategies that align with organizational strategies and goals.
- Developing and implementing cost-effective, scalable solutions that meet an organization's needs for flexible, high-performance human resources (HR) services.
- Delivering processes to recruit the right people by aligning and assessing skills, experience, and cultural traits and providing process design, criteria assessment and manager training.
- Providing integration planning and execution that addresses the cultural implications of a merger, makes the most of an organization's people, and retains valuable key employees.
- Providing leaders with the track records to step into an interim HR leadership role during transition to keep an organization moving forward.