

INSIGHT

TALENT ADVISORS



A leadership talent review you will want to repeat year after year

A high-touch, high-impact approach

Everyone knows talent is critical to achieving business success, but in many companies the talent management and succession processes are not getting the traction they need.

Insight's Leadership Talent Review (LTR) takes senior executives through a robust process to help them build the teams they need to achieve their business goals. Our process goes beyond assessments that read like shades of grey, beyond polite talent presentations and succession plans that don't end up influencing actual people moves.

Instead, our highly interactive approach will help you and your senior executives articulate gut feelings, reframe perceptions, and draw meaning from discreet observations. We'll help you grapple with difficult issues and think through solutions to long-standing people problems.

Each individual reviewed will:

- Know where they stand on performance and potential
- Appreciate being acknowledged for their contributions
- Receive meaningful feedback on their strengths and weaknesses
- Understand how their career might unfold in this organization

Each executive reviewer will:

- Put action plans in motion for each individual and position
- Gain confidence in the assessments and career advice they provide
- Develop their talent mindset and hone their talent judgment
- Build a team that can deliver the business results they need

The organization will:

- Deal with low performers and ensure strong performers are retained
- Optimize the development of high potential people
- Explore succession scenarios for key leadership roles
- Hold leaders accountable for talent management
- Build a culture of high performance and transparency

A unique talent review process

Insight works with the CEO and head of HR to decide which positions to review and who should participate in the LTR discussions. We prepare a set of tools tailored to your organization's needs and set you up on our exclusive LTR Portal. Insight's Portal is an online repository for participants to collaborate on LTR documents in a confidential, convenient way. These activities set the stage for the LTR process to begin.



1 Educate

We take time to educate participants about the principles of talent management, create a collaborative open atmosphere, and give meaning to the process that is about to occur.



2 Draft assessments

Insight advisors work one on one with executives to help them clarify their thoughts and draft initial assessments for each of their direct reports. These assessments provide the fuel for the next step.



3 Deep discussion

The leadership team discusses each individual in-depth. It's here that new perspectives are developed, possibilities are explored, sticky issues get resolved, and concrete action plans emerge.



4 Craft feedback

Insight advisors provide one-on-one support to the executives to craft a feedback memo and prepare for candid discussions with each of their people, regarding that individual's performance and potential for growth.



5 Big picture

The leadership team regroup to look at the overall talent pool relative to business performance imperatives. Here too, succession options for the most senior executive roles are considered, and a chessboard of possible moves is planned.

360° Assessments and executive coaching

The LTR process will likely identify a few individuals who could benefit from greater self-awareness and enhancement of their leadership style and interpersonal skills.

As a value-added service, Insight offers our own unique brand of 360° assessments. Our skilled advisors actually sit down and interview eight to ten people who surround the individual and ask them a series of open-ended, qualitative questions to draw out their observations and perceptions. This method produces rich, meaningful feedback for the leader at the centre of the inquiry and for their manager.

Some of those leaders may then decide to engage in several months of executive coaching with the Insight advisor, who will help them to achieve specific skills or behavioural change.

Who we are

Insight Talent Advisors Inc. was founded by Helen Handfield-Jones to serve CEOs and executive teams who want to build sustained excellence in talent management. After ten years consulting on her own, Helen has assembled a team of expert talent advisors, each of whom have been coaching, teaching, and advising senior executives for many years.

Helen is the co-author of *The War for Talent* and continues to serve boards on CEO succession planning through her company Handfield Jones Inc. Brenda Chartrand, a seasoned executive coach and professional facilitator, leads Insight's 360° assessment and executive coaching service.

The Insight team looks forward to serving you.

I N S I G H T

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Insight Talent Advisors Inc.
533 Cole Avenue, Ottawa
Ontario, K2A 2B2
Tel: 613-421-9395

www.insight-ta.com