



Talent Accelerator Program

Investing in Future Leaders Today

No, it's not your imagination: the business world is accelerating, getting more complex and competitive every day. But even while you keep pace with the marketplace, you may be exposed where it counts the most—your people. Traditional succession planning wasn't designed to address today's business realities; how do you plan, for instance, for a role that's never existed before? How do you identify the gaps between the talent you have now, and the talent you'll need to drive future success? Then how do you close those gaps?

Challenges like this call for new ways of thinking, and a talent management process that puts the right people in the right jobs at the right time. The Sage Ways Talent Accelerator Program (TAP) was designed with these challenges in mind. TAP is a tool for organizations to identify and develop a pipeline of 'ready now' leaders. TAP's integrated approach to talent pipeline management increases organizational agility, decreases capability gaps and strategically, focuses the next generation of leaders on the future.

Why TAP?

TAP ensures integrated, future-proof talent development by delivering real-time results that are relevant, transparent, and aligned to business strategies.

REAL-TIME. RELEVANT. TAP provides a level of feedforward that is relevant to the development needs required of critical roles for the future. These suggestions prove value to leaders immediately by making development plans actionable in the context of their current workload.

TRANSPARENT. Transparency is critical to employee engagement, satisfaction, and retention. Employees who understand expectations and know where they stand feel inspired and committed to their careers, thus creating a robust, predictable leadership pipeline. With this in mind, Sage Ways bakes the essential ingredients of transparency into talent planning processes. The result? People can more easily move from role to role, serving the best interests of the company as a whole, versus individual teams.

ALIGNED. TAP ensures a whole-systems view by connecting talent management systems like performance management and high-potential identification to business strategy. This integration delivers significant, intentional employee development that markedly changes behavior, and creates a robust leadership pipeline.

Use TAP for organizational breakthroughs like:

- Accelerated capacity to change, and business growth
- Improved leadership skills and behaviors
- Increased quality and bench strength of leadership pipeline
- Higher levels of engagement and retention



How does it work?

The Talent Accelerator Program is a six-step process for guiding your organization to optimal talent pipeline management.

- 1. READINESS CHECK.** Conduct a current-state evaluation of talent plans and processes to determine best starting point
- 2. BUSINESS CASE.** Ensure that the program architecture and system design is aligned with organization goals.
- 3. PROFILE ARCHITECTURE.** Linking roles to business strategy sets clear expectations, crisply defines what success looks like, and serves as a standard for readiness and career planning.
- 4. DESIGN ASSESSMENT.** An approach that harvests both past experience and future potential and focuses on feed-forward principles to highlight key development priorities.
- 5. PLAN DEVELOPMENT.** Design immersive development experiences that stretch leaders in new and different ways, supported with coaching.
- 6. MEASURE AND LEARN.** Program results are measured by industry standard efficiency, effectiveness and outcome metrics. Learnings and best practices are captured and integrated.



What's the Result?

The result of TAP implementation is improved pipeline readiness, organizational agility, and measurable business results. Take the next step towards learning how Sage Ways can help you improve your talent pipeline by contacting us or visiting our website.



Create the capability to change.

Sage Ways helps people and businesses create a dynamic capability to change, so they can adapt to today's ever-increasing demands and complexities with ease and creativity.

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