2020 Talent Management Priorities Survey Results Webinar

Questions and Answers | February 25, 2020

What are you categorizing as a formal talent management strategy?

A formal talent management strategy is one in which an organization has articulated how they will ensure that they have the quantity and quality of people in place to meet their current and future organizational priorities. Elements of a talent management plan include strategies and programs for workforce planning, talent acquisition, performance management, employee engagement, culture, learning, total rewards, and career development.

How do you determine the timing of performance conversations if not annual?

Performance and development conversations should be continuous and part of a regular process of communication between supervisor and employee. We recommend that organizations set up a regular cadence for these conversations so that they occur regularly, such as monthly or quarterly, but they can certainly occur more frequently and organically. The focus of these conversations should be forward-looking to provide employees with coaching in areas for growth and career development.

What is the best way to get more information on your proprietary culture assessment service?

We would be happy to have someone contact you to discuss our culture assessment capabilities. Please contact info@nonprofithr.com.

How would you quantify the cost of disengagement and turnover?

Disengagement and turnover can be quantified by calculating the cost of lost productivity, the cost of hiring positions that turnover prematurely (i.e. inside of 12-18 months), and the cost of hiring opportunities lost by way of negative feedback about your organization's employer brand. Rehiring for positions that turnover too soon cost time, money and effort – each of which have associated costs including time required by HR staff and hiring managers to recruit, money needed for recruitment advertising and the effort of hiring teams to vet, onboard and get new hires ready for optimal performance.