

# Process Silos Are Throttling Talent Management Innovation



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# #HCIwebcast Agenda

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# This presentation is made possible by:

The screenshot shows the ADP website's Talent Management page. The header features the ADP logo and the tagline "IN THE BUSINESS OF YOUR SUCCESS<sup>SM</sup>". Navigation links include "Country", "Contact Us", "Careers", "Investor Relations", and "User Login". A search bar is also present. The main navigation bar highlights "PRODUCTS & SOLUTIONS". The left sidebar lists various services, with "TALENT MANAGEMENT" selected. The main content area is titled "Talent Management" and includes a "Go Back To: | Home | Products & Solutions" link. A large image of a smiling woman is featured, with buttons for "Small Business", "Medium Business", and "Enterprise Business". Below the image are "ShareThis" and "Print this Page" buttons. The text describes the challenges of finding and keeping top performers and aligning their productivity with corporate initiatives. A list of questions is provided, such as "Who are our top performers?" and "What knowledge or experience do they have?". A "Download the White Paper" link is also visible. A sidebar on the right promotes "ADP Talent Management 2011: Perceptions and Realities" and "ADP Vantage HCM<sup>SM</sup>".

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TALENT MANAGEMENT

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Small Business Medium Business Enterprise Business

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## Talent Management

Every organization has top performers, the employees who are head and shoulders above their coworkers in terms of the value they bring. Finding – and keeping – those people, and helping them grow in their careers, is a major challenge. Another is figuring out how to align your workers' productivity so it directly supports corporate initiatives.

Talent Management can reveal the hidden value in your workforce, answering questions such as:

- Who are our top performers?
- What knowledge or experience do they have?
- How can we be sure we're compensating them fairly without overspending?
- What kinds of training should they be getting?
- Which promotions could they be ripe for?
- Who will succeed them should they be promoted, retire or leave?

ADP Talent Management 2011: Perceptions and Realities

[Download the White Paper >](#)

ADP Vantage HCM<sup>SM</sup>

Finally, a single solution from a single provider.

# Thank You!

[www.adp.com/talent\\_management](http://www.adp.com/talent_management)

Voice & Video

Q&A

Meeting



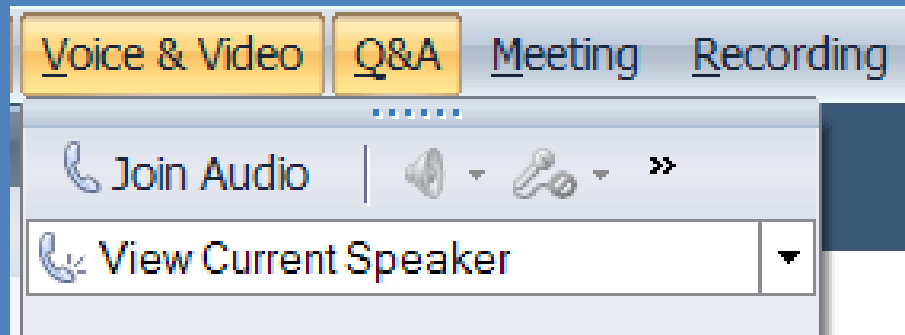
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You can find the slides from this presentation on the community page on [www.hci.org](http://www.hci.org) under the “Webcast Description” section



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## Making Ethics Part of the Brand Identity

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**WEBCAST:** Webcast Aired: February 9, 2012

Many companies strive to stand for something greater than themselves. For example, Apple is synonymous with innovation, and Google is synonymous with search. But the branding of a company and its' defining culture and mission is the result of a well-executed strategy that incorporates many different leaders and business units aligned to achieving the same goal.

In the same vein, ethical companies are no accident. A culture guided by morality and principles is result of organizations shaping that brand internally, externally, and through the work environment. Internally, ethics must be championed through engagement, diversity and empowerment among employees, while they are externally shaped by social media, consumer confidence, and press exposure. Don't miss these key takeaways:

- Learn what components must be in place to build a climate where employees and clients are advocates of an ethical brand
- Discover how fostering a moral organization culture affects employees and customers
- Find ways to strengthen ethical climates in your organization

Last Comment: February 13, 2012 by [Paula Robinson](#) | [comments \(4\)](#)

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**Human Capital Strategist**

**HCS**

Bryan Seaford posted a comment on the webcast, "Grow On...Coach Yourself: The Role of HR in Self-Coaching"

# Today's Moderator



## Alan Mellish



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# Today's Featured Guests



**Eric Muller**

HR Systems Consultant  
British telecom (BT)



**Yvette Cameron**

Vice President/Principle Analyst  
Constellation Research, Inc.



**Robert Mattson**

Director of Talent Management  
Marketing  
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# State of the Talent Economy



## Scarcity

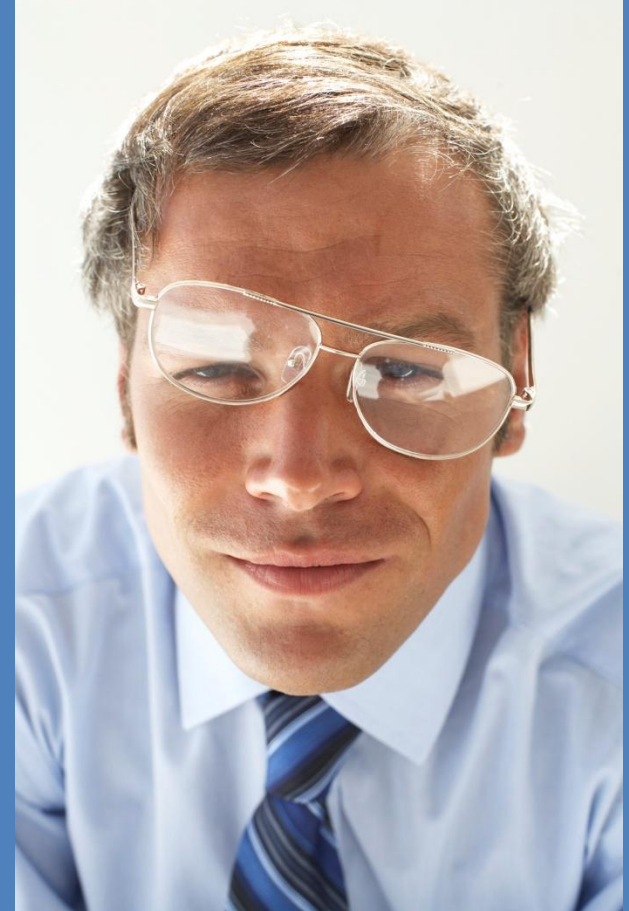
- 49% of U.S. Employers are having difficulty filling jobs in 2012.
- Between 2011 and 2020 in the U.S., 10,000+ Baby Boomers will turn 65 every day.

Sources: ManpowerGroup, BusinessInsider, Gallup, CamdenDelta Research

# State of the Talent Economy

## Economic Instability

- UK currently in a double-dip recession.
- Eurozone teetering on a cliff.
- 75% of Americans worried U.S. is headed towards double-dip recession.



Sources: *thehill.com*,



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# State of the Talent Economy

## Disengaged Workforce

- Over 70% of American workers were either not actively engaged or actively disengaged.
- 35% of employees considering leaving current employer.
- If the economy improves, that number jumps to over 45% considering leaving.



Sources: Gallup, CamdenDelta Research



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## Poll question:

What is the single biggest talent challenge your organization faces?

- Recruiting High Quality Talent
- Retaining High Quality Talent
- Leadership Bench Strength
- Developing Talent
- Workforce Analysis and Planning



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# Process and Technology Silos Aren't Helping

## *Silos Hamper the Flow of Information*

- Insight and innovation require a comprehensive view of the landscape and silos don't provide that.
- Historical analysis is difficult and real time analysis is near impossible

## *Silos Hamper Execution*

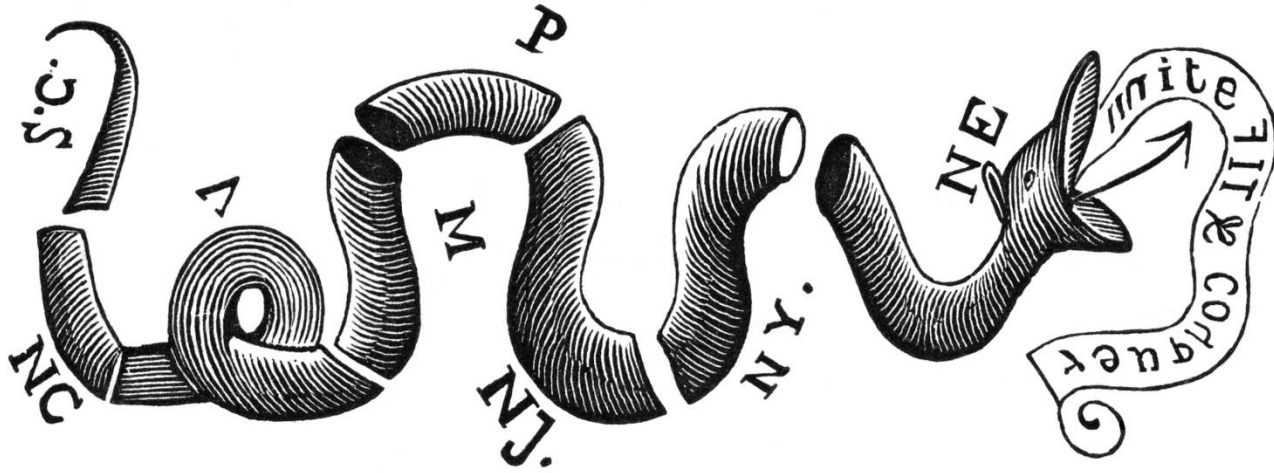
- Moving a new hire from recruiting to onboarding.
- Executing a high-potential's development
- Basically any initiative or activity that requires input or interaction between two or more processes or platforms can suffer.

## Poll question:

What level of integration do you have in your talent processes and technology?

- Total integration of process and technology
- Talent process is integrated but technology is not fully there.
- Talent process is relatively integrated but supported by separate systems.
- Neither our talent processes nor our technology is integrated at all.

# Combating the Problem



**JOIN or DIE**

# Combating the Problem

- Common Challenges to Integration
- Best Practices
- What Should I Look For?



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# Questions?



**Eric Muller**

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# Stay Tuned

another presentation starts at the top of the hour

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# Thank you!

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