JOB BENCHMARKING
AND TALENT MANAGEMENT PROCESS
. . . validated to increase new hire retention to 92% within the first year of employment!

INTRODUCTION: If you manage people, you know that retaining, developing, and increasing job satisfaction and business results are primary focal points. That said, the most common challenge leaders have is understanding and being able to consistently motivate their teams to next level of success. The next biggest challenge managers have is hiring or promoting the right people into job vacancies.

OBJECTIVE: To create clarity of a job position and the skills, behaviors and motivators needed to perform in that job successfully. Additionally be able to hire or promote the right people into job vacancies, as well as how to consistently motivate them to the next level of success.

WHO SHOULD ATTEND: Leaders and managers of people

PROGRAM OVERVIEW: This *patented* process helps managers effectively succeed at tackling the two primary challenges mentioned above. Whether managers are trying to recruit (internally or externally,) for a job position, or want to provide a clear development plan for existing employees, the *Job Benchmark and Talent Management Process* is your solution. The process is fairly simple and is outlined below.

The *Job Benchmark and Talent Management Process* involves the following:

- *Identify the Job to be Benchmarked –* It is important to understand why the job exists, how success in the job is measured, the history of the position, and how it fits the company's strategy. What are the key accountabilities, competencies, behaviors, motivators, and acumen. required for the job?

- *Identify Subject-matter Experts –* Subject-matter Experts are people within the organization who have a direct connection to, or have done the job, and use their expertise to create the job benchmark.

- *Define the Key Accountabilities –* Subject-matter Experts define the position's key accountabilities or critical goals, and key business successes for which the job is accountable.

- *Prioritize and Weigh Key Accountabilities –* Subject-matter Experts rank the key accountabilities by importance and time requirements for each accountability.

- *Responding to the Job Assessment Individually –* Based on the key accountabilities, each Subject-matter Expert responds to an online job assessment, providing their input on performance requirements of the job.

- *Review the Multi-Respondent Job Benchmark Report –* A Multiple-respondent Job Benchmark Report combines the input of all Subject-matter Experts to create a single consolidated benchmark report for the job which lists the job requirements in each category measured.

- *Compare Existing or New Candidates to the Job Benchmark –* A talent assessment on the same scale as the job benchmark will identify the characteristics an individual will bring to the job, allowing you to easily determine the best candidate job fit for new hires, and identify development-focused coaching opportunities for people already in the job.

- *Discuss the Results & Implementation Strategy –* Within the framework of a company's overall selection and development process, effective hiring decisions can be made and very specific development goals can be created for existing employees in the job. Either way, productivity can begin immediately.

The Job benchmark process outlined above is a patented process and has been *validated to increase new hire retention to 92% within the first year of employment*. It has also been proven to help clarify roles and responsibilities for people already in a job position, and provide a clear development based roadmap for the employee and their manager. If you are experiencing challenges with employee engagement, retention, job performance, or challenges in the new hire process, a formal job benchmark may be your solution.

METHODOLOGY: Interactive group engagement through brainstorming and data analysis, this workshop provides a methodical framework for benchmarking a job position in key success areas of skills competencies, behaviors, motivators and business acumen.

PROGRAM LENGTH: 4 hour benchmark session, followed by three one one-hour follow up sessions.

COURSE SIZE: A minimum class size of 3 to a maximum of 8.

PROGRAM LOCATION: Onsite at client location or at an offsite meeting facility.

PROGRAM FEE OR ADDITIONAL COURSE INFORMATION: Please contact us for more program information or group session rates.

WEBSITE OVERVIEW: click here.