

## IMPACT

- Enables the organisation to timely project talent needs and build a pool of talent
- Enables the organisation to accelerate the development of leadership talent
- Strengthens the organisation's ability to identify leadership talent at lower levels of the organisation with a cost effective approach

## OVERVIEW

In order to support sustainable growth of your company you need to grow a net flow of talent that equals the free cash flow of your company as a minimum. Sirrah supports you in building a sustainable pipeline of talent by implementing an integrated Strategic Talent Management approach.

Traditional Strategic Talent Management often relies on external assessment centres. However, the true potential of your leaders cannot be disclosed in external assessment centres. Our proposition is to make your organisation the real assessment centre.

Traditional Strategic Talent Management starts with the selection of talent for internal talent pools. However, at that point you may have already significantly limited your options of finding sufficient talent. Our proposition is to start the Strategic Talent Management process when you recruit young people for your internal graduate programmes or other entry level positions.

Sirrah's integrated Strategic Talent Management approach supports you in strengthening and connecting all HR processes relevant to Strategic Talent Management. From strategic recruitment via performance management to talent selection and talent acceleration programmes.



## ENABLES THE ORGANISATION TO TIMELY PROJECT TALENT NEEDS AND BUILD A POOL OF TALENT

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A number of the assessment tools such as psychometric tests used in external or internal assessment centres are often more effective to use already in connection with the recruitment process.

Sirrah operates with various psychometric tools. Among others the leading tools in connection with assessing general cognitive abilities is the Professional Learning Indicator™ ([www.learningindicator.com](http://www.learningindicator.com)). However, the strategic recruitment process can also be based on tool already at hand within the organisation.

Another significant root cause is related to the projection of talent needs. It is rarely possible to project the exact composure of an organisation five years ahead. But for established organisations simple tools do exist to ensure that there is a meaningful line of sight between recruitment of today and talent needs of tomorrow, five to ten years down the road.



## ENABLES THE ORGANISATION TO ACCELERATE THE DEVELOPMENT OF LEADERSHIP TALENT

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Many studies have been conducted on executive derailers. Typical derailers are learned arrogance, low tolerance for ambiguity, self-promotion, micromanaging etc.

We have found that most of the typical executive derailers are issues that could have been identified long before an individual was promoted to the executive level. And even more important, most of the derailers are most effectively dealt with long before the individual is promoted in terms of appropriate development initiatives.

Sirrah has created talent acceleration programmes that are designed to support selected talents in avoiding the most common executive derailers.

## STRENGTHENS THE ORGANISATION'S ABILITY TO IDENTIFY LEADERSHIP TALENT AT LOWER LEVELS OF THE ORGANISATION WITH A COST EFFECTIVE APPROACH

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A characteristic approach towards talent selection and development is the use of external assessment centres. And external assessment centres have certainly proved their value in many organisations. However...

- envisage that the leaders in your organisation were trained to assess talent based on peoples performance in their every day job,
- envisage that leaders considered it a critical part of their job to identify and nurture talent,
- envisage having an annual performance appraisal process where you can rely on the output in terms of performance and potential.

These are the building blocks Sirrah puts in place in order to make your organisation the real assessment centre.

