PRYSMA®-Talent-Management-Model
The Goal of Talent Management

Professional Succession and Talent Management is risk management.

It is all about the security, at which strategic key positions are optimally placed for the long-term. This security can only be generated by clarity …

about …   in order to …

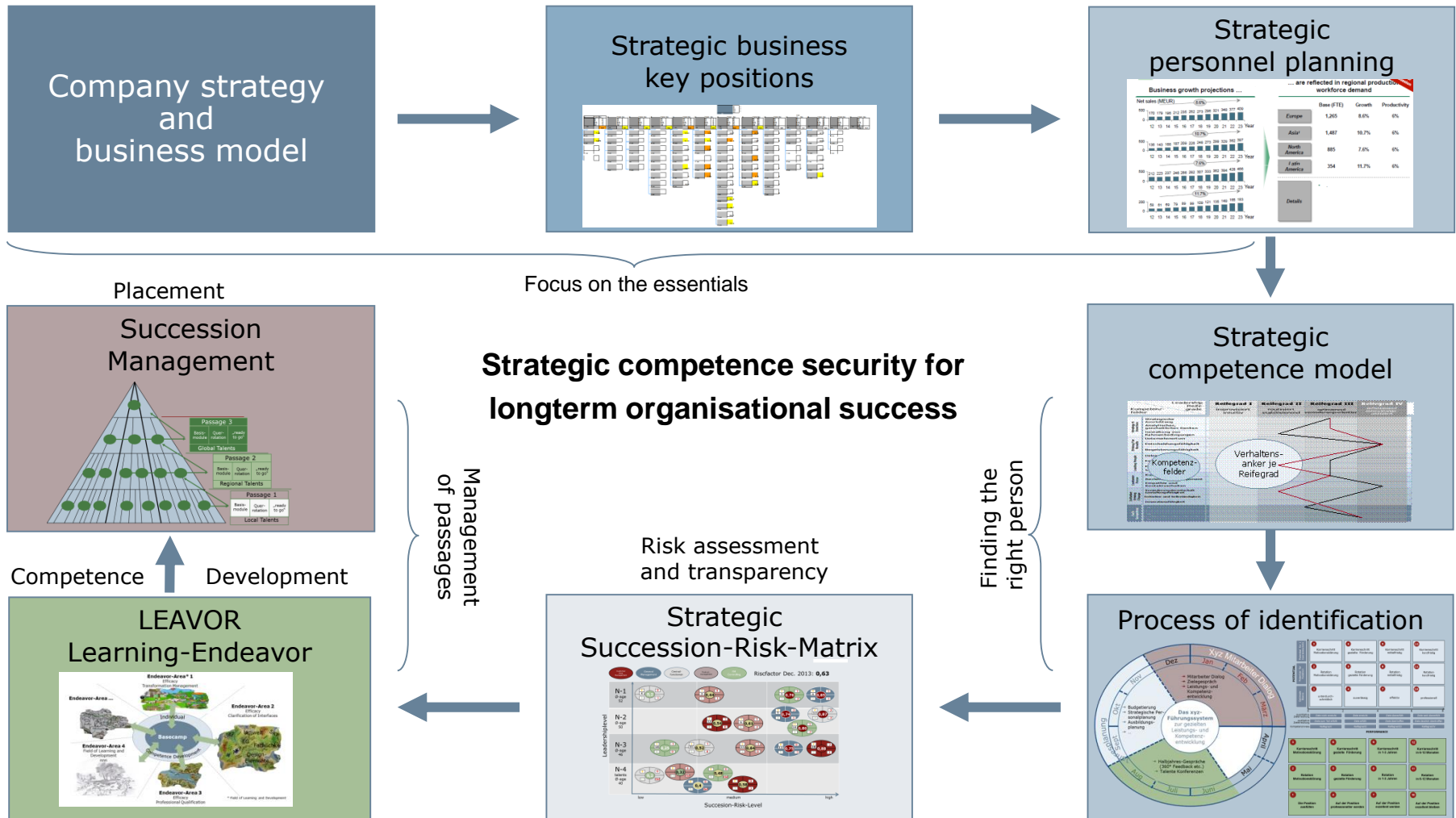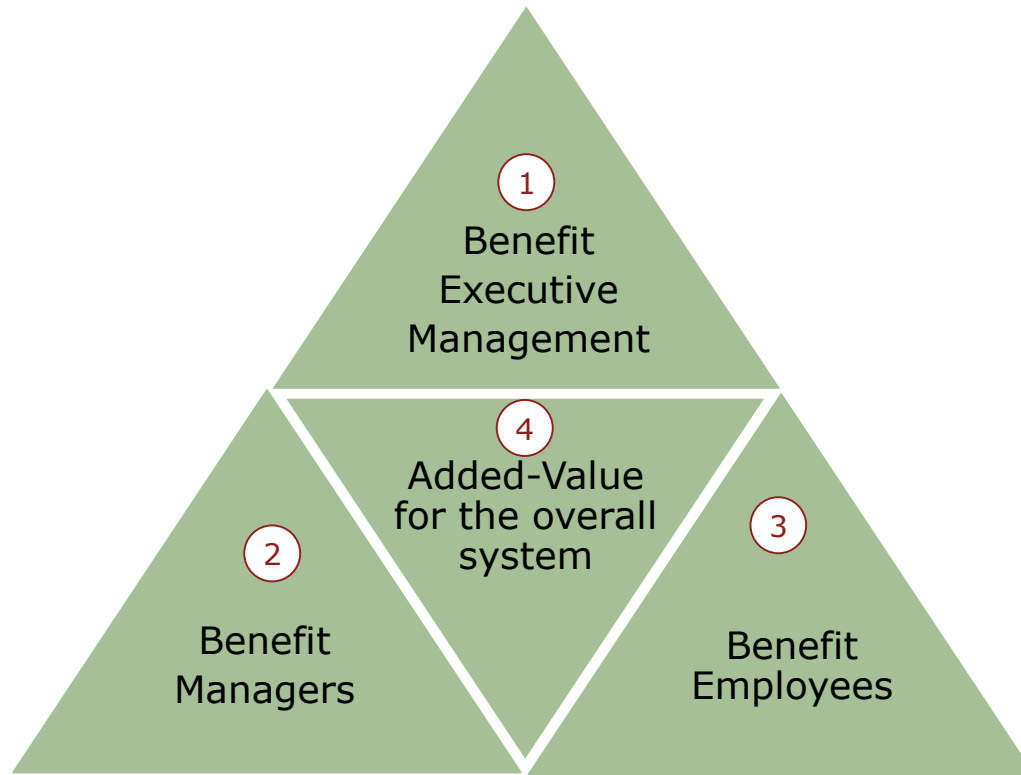|	
business-strategic key and risk positions	focus on the essentials
talents and successors on all level	minimize the loss of top performers and high potentials
qualitative, quantitative and chronological personnel risks (Succession-Risk-Matrix)	minimize specific strategic personnel risks
considered designs to develop competences (management of passages)	safeguard the competences which are success critical for the company

TRANSFORMATION MANAGEMENT AKTIENGESELLSCHAFT

PRYSMA®-Talent-Management-Model
Basic Logic: Succession- and Talent-Management-Cycle

Company strategy and business model

Strategic business key positions

Strategic personnel planning

Focus on the essentials

Placement
Succession Management

Strategic competence security for longterm organisational success

Strategic competence model

Management of passages

Finding the right person

Competence / Development

LEAVOR Learning-Endeavor

Risk assessment and transparency

Strategic Succession-Risk-Matrix

Process of identification

office@tmag.ch

TRANSFORMATION MANAGEMENT AKTIENGESELLSCHAFT

Strategic Risk Management

Results

Triangle diagram:
- (1) Benefit Executive Management
- (4) Added-Value for the overall system
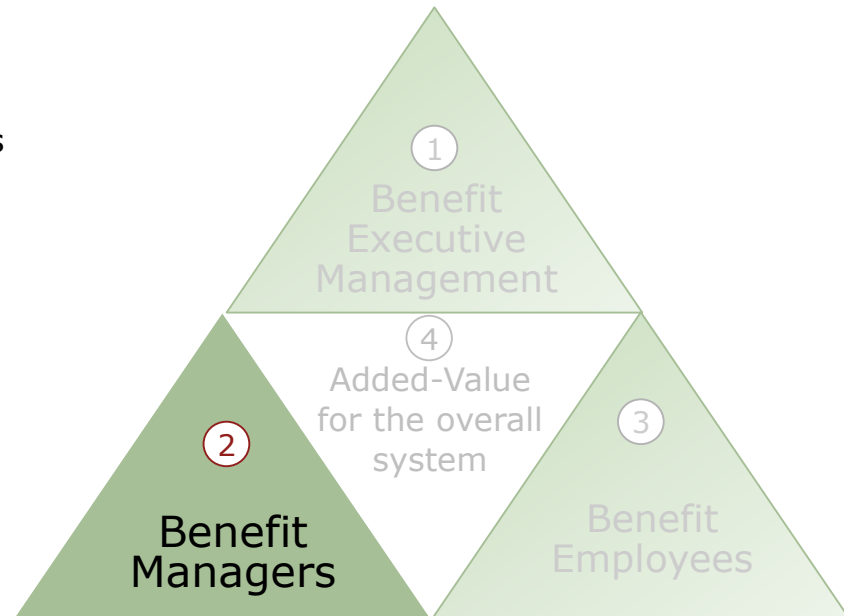- (2) Benefit Managers
- (3) Benefit Employees

→ Consistent, comprehensible strategic succession management across departments and hierarchy levels, in order to minimise the risks of placing strategic key positions – overview of the talent pipeline (Succession-Risk-Matrix)

→ Transparent and business-aligned competence development across departments

→ Strategic personnel planning across all hierarchy levels and "employee generations"

→ Goal-oriented education management for key persons

→ Higher planning security in competence management

→ Expansion of the career scope by developing expert careers and therefore achieving a better chance of retaining expert-talents

→ Minimising risks when placement decisions of key positions are made

→ Professionalisation of the leadership and management quality and creation of a common leadership understanding for the sustainable organisational success.
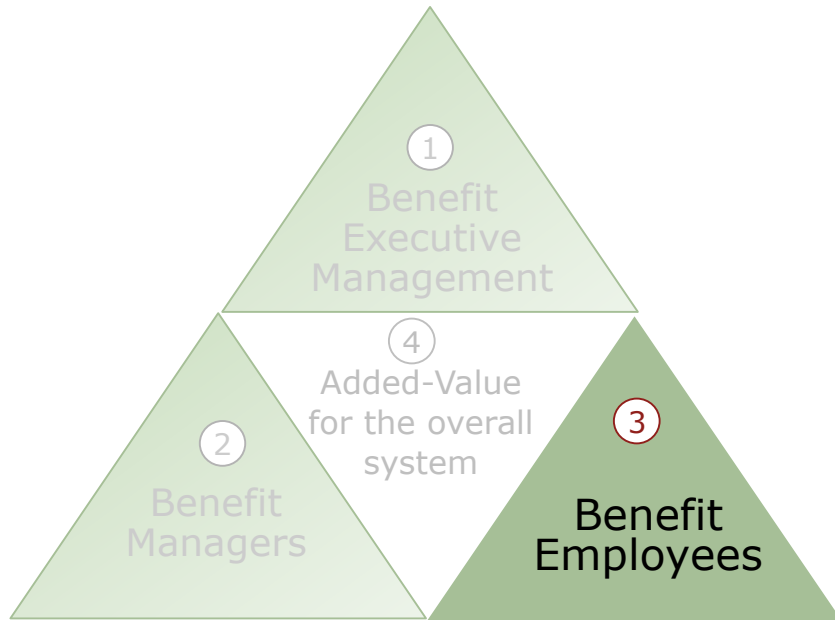
Orientation and Security

→ the departments are sustainably positioned, this means that the succession planning is aligned to the necessary strategic competences across several „generations"

→ the executive managers, regional managers, department managers actively control and design together with HR their retention-, succession, and competence management

→ flexibilization of the strategic succession planning (more persons for more positions)

→ Personal competence expansion in their department and professionalisation of the personal leadership work.

Results

① Benefit Executive Management

④ Added-Value for the overall system

② Benefit Managers

③ Benefit Employees

TRANSFORMATION MANAGEMENT AKTIENGESELLSCHAFT

Benefit of the overall Model (4/5)
for Executives, Employees, Managers, Overall System

Results

Benefit Executive Management (1)

Added-Value for the overall system (4)

Benefit Managers (2)
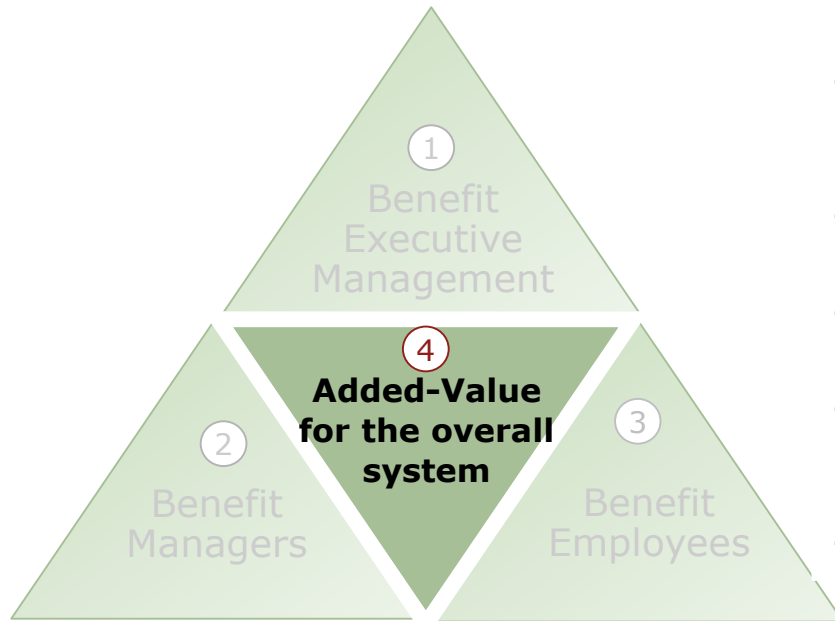
Benefit Employees (3)

Expectation Security

→ gives orientation through clear development perspectives (possible development paths, necessary experience per competence cluster etc.) and creates transparency about career requirements

→ bundles the attention in the competence development to the strategic requirements

→ offers the perspective of a career in unison with a conscious competence development

→ demands systemic and continuous feedback from managers for the goal-oriented competence development (performance, potential, experience degree) and therefore creates more security and orientation

→ Expands the promotion possibilities through the creation of a parallel expert career.

TRANSFORMATION MANAGEMENT AKTIENGESELLSCHAFT

Strategic Succession Management

Results

- balance between position related requirements and sustainable competence development for the overall business protection

- balance between sustainability in the competence development and short-term protection of organisational success

- clarity about development positions and their meaning in competence development

- simplification of the role catalogue with experience profiles per position

- simplification of the requirement profiles with a uniform competence model for the whole organisation

- early goal-oriented promotion of talent on all hierarchy levels (talent pools per level).