

STRATEGIC TALENT ROADMAP



Are you struggling to find the right people to take your business to the next level? Do you worry your team lacks the skills to meet the challenges ahead? Is your organization ready for growth, but you're unsure how to build the talent? It starts with PowerUp Leadership's talent roadmap.

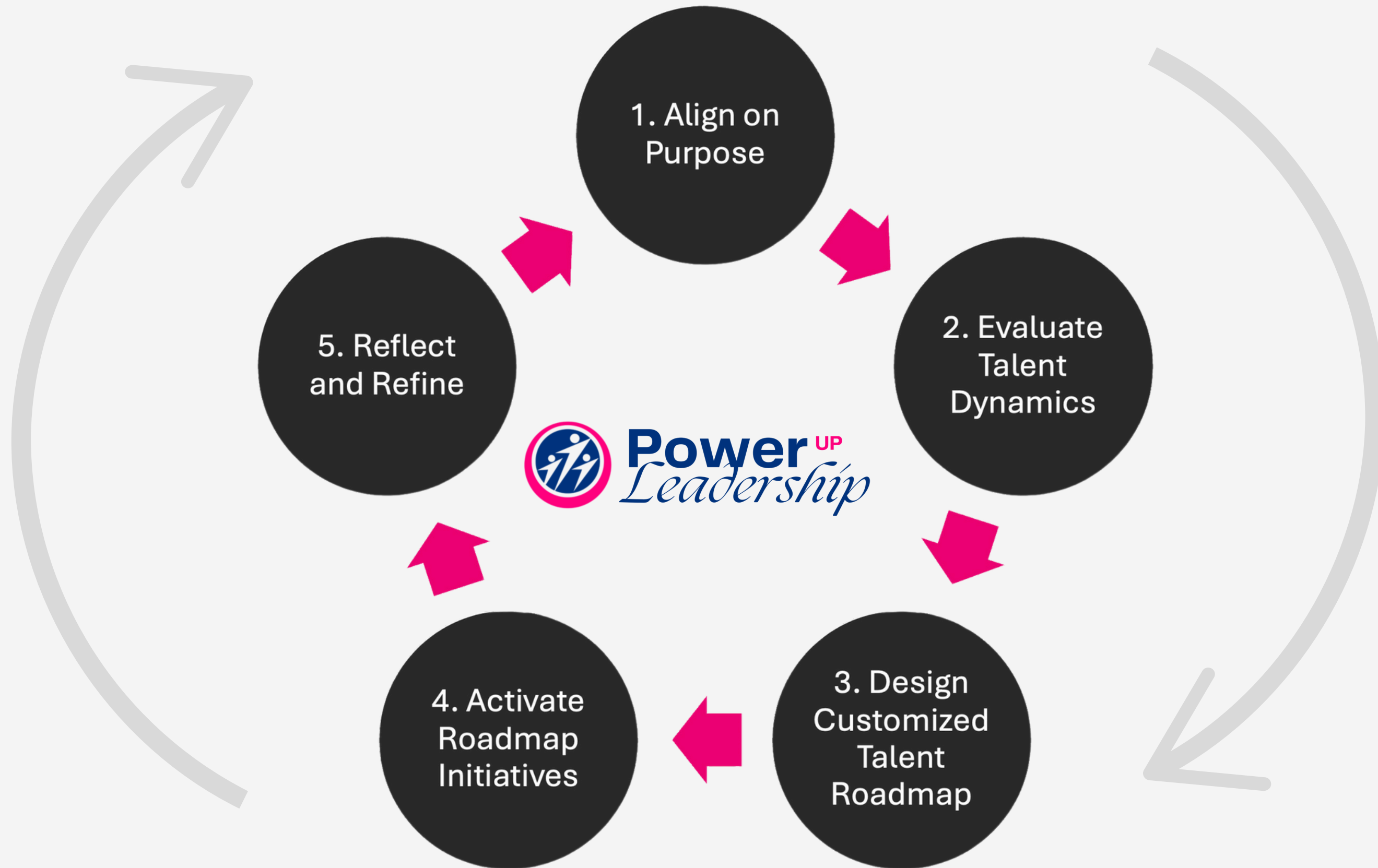
What is a Talent Roadmap?

PowerUp Leadership's talent roadmap is a strategic plan that aligns your people goals with your business goals. It outlines how to [attract, develop, engage, and retain the right talent](#) to meet current and future needs. By identifying the skills and roles required for success, the roadmap ensures your talent strategy supports the overall vision and [growth of your organization](#).

Key Outcomes

- **Optimized Recruitment:** Streamlines hiring by targeting the right talent for your business.
- **Enhanced Employee Engagement:** Improves retention and, fosters a more motivated workforce.
- **Focused Development:** Ensures your people grow in alignment with business objectives.
- **Succession Plan:** Identify the right people to lead your organization towards its future goals.

THE TALENT ROADMAP PROCESS



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1. Align on Purpose

First, we ensure the talent roadmap aligns with your [organization's strategic goals](#). We work with executives to clarify business outcomes and where the organization is headed, ensuring the roadmap supports [broader business objectives](#).

2. Evaluate Talent Dynamics

Before designing the roadmap, our team evaluates existing talent management processes to [identify gaps in recruitment, engagement, and development processes](#). This includes analyzing quality of hires, employee engagement, and skills gaps, providing a foundation for roadmap design.



3. Design Talent Roadmap

We create a [detailed talent roadmap](#) with initiatives in recruitment, engagement, development, and retention to be implemented over 6-12 months. [Each initiative is tied to business goals](#), with clear timelines, resources, and KPIs to ensure alignment and measurable outcomes.

4. Activate Roadmap Activities

Once the roadmap is designed, we launch the talent strategy across the organization, which will focus on [optimizing recruitment, development programs, career paths, succession planning, and retention initiatives](#). We ensure continuous alignment with business objectives.

5. Reflect and Refine

[Our roadmap is metric-focused](#). We track key performance indicators, such as quality of hire, turnover rates, skill acquisition metrics, and assess the effectiveness of the talent roadmap. Based on these insights, we make adjustments to ensure the strategy continues to [drive business success](#) and adapt to evolving needs.

Key Deliverables of Our Talent Roadmap

Talent Gap Analysis: A detailed analysis identifying gaps in your people processes compared to what's needed for future growth. This includes recruitment gaps, development needs, and leadership succession planning.

Talent Strategy & Framework: A clear, customized framework and strategy that aligns your talent management efforts with your overall business goals and objectives.

6 to 12 Month Action Plan with Clear Milestones: A step-by-step roadmap with actionable initiatives, timelines, and responsibilities. This ensures that key milestones are met to achieve strategic talent objectives.

Defined Metrics: Clearly defined metrics to measure the success of talent initiatives, such as employee retention rates, engagement scores, time-to-hire, and leadership pipeline strength.

Why is a Talent Roadmap Important?

Aligns Talent with Business Strategy: A talent roadmap ensures that recruitment, development, and retention efforts are directly aligned with your organization's long-term business goals, helping drive growth and innovation.

Addresses Critical Skill Gaps: It identifies existing and future skill gaps, enabling organizations to proactively address these areas through training, recruitment, and development programs.

Reduces Costs and Maximizes Revenue: Our talent roadmap helps optimize recruitment, reduce turnover, and streamline training, ultimately saving money by minimizing costly hiring mistakes, decreasing the need for external hiring agencies, and lowering employee churn. By aligning talent with business needs, you can also avoid the financial strain of skill shortages or overstaffing.

ONCE YOUR TALENT ROADMAP IS DESIGNED, YOU WILL...

Attract the Right Talent: With a clear, targeted recruitment strategy aligned to your business goals, you'll be able to attract top talent that fits both your current and future needs.

Enhance Employee Engagement and Retention: By implementing tailored development and engagement strategies, you'll foster a more satisfied and loyal workforce, reducing turnover and improving morale.

Develop Future Leaders: Your leadership pipeline will be strengthened, ensuring that key roles are filled by internal candidates who are well-prepared to lead the organization forward.

Achieve Measurable Business Outcomes: By tracking key performance indicators (KPIs) linked to talent, you'll be able to evaluate the success of your strategy and continuously refine it to drive long-term success.

WANT TO GET STARTED?

Contact us at (902) 719-6662 or info@powerupleadership.ca to book a complementary consultation to hear more about our talent roadmap.

