

THE TALENT-OBSSESSED QUIZ

by Beth Armknecht Miller



A company with a culture that puts people first will out perform its competitors. How does your company rate?

The questions in this quiz are designed to help companies think, discuss, and act on improving their organization's culture of talent. This process should be an executive leadership initiative for desired results to be achieved. Results of the assessment can be improved by using an advisor from the outside who brings no biases to the assessment.

Do company leaders own the outcomes and processes for talent management?

- List the leaders responsible for talent management
- Define the outcomes being measured around talent management
- Define the key talent management processes

Does the company value its employees as its number one asset?

- What specific actions demonstrate valuing employees?
- Are the actions consistent across the organization?
- What specific processes support valuing employees?
- How do you measure employee engagement?
- What resources are assigned to employee engagement and development?

The Talent-Obsessed Quiz

Do the mission and values of the company support a talent-driven culture?

- What words in your mission statement are proof that talent is key to your mission?
- Which value(s) are employee centric, supporting the success of every member of the workforce?
- How do the actions and processes support the mission and values of a talent-obsessed organization?

Is there a talent strategy as part of our business strategy?

- Does the talent strategy include external opportunities and threats?
- Does the talent strategy include succession planning and high potential programs?
- What specific initiatives in the business strategy support the talent strategy?

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Beth Armknecht Miller's passion for learning, and dedication to helping others, are strands woven throughout her distinguished career, which continue to guide her work with Executive Velocity, a top talent and leadership development advisory firm.

To Your Leadership Success



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