

# COVID-19 as a Catalyst for Talent Strategy

As businesses are forced to pivot as a result of COVID-19, now is the right time to evaluate the strategy behind a key market differentiator, your people. A well aligned talent strategy will enable your business to weather this crisis and emerge in a stronger financial and competitive position as your organization recovers.

## TALENT STRATEGY PHASES AS A RESPONSE TO CRISIS

### Address

**Respond to and address the market demands** placed on your business and people **as a result** of the crisis.

### Assess

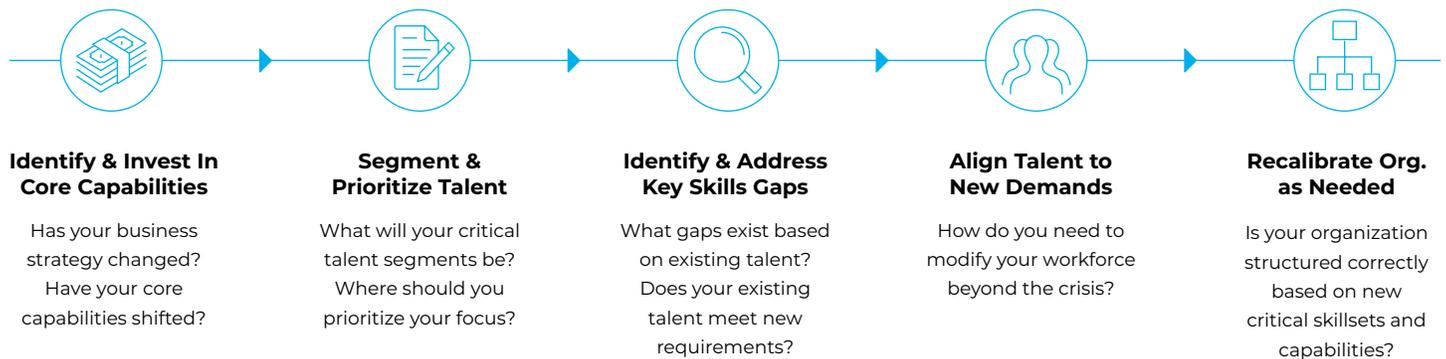
Identify and understand the **long-term impacts of the crisis on your talent** and workforce.

### Adapt

Plan and **implement talent changes beyond the crisis** around growing critical capabilities and skills.

TAKE STOCK OF WHAT WILL BE CORE TO YOUR FUTURE BUSINESS AND ALIGN YOUR PEOPLE TO IT

## KEY TALENT CONSIDERATIONS FOR ENDURING SUCCESS



NOW IS THE TIME TO THINK ABOUT YOUR TALENT STRATEGY WITH A LONG-TERM VIEW

**1 Business Strategy**

Evaluate and understand business strategy changes as a result of crisis.

Identify impacts on the existing talent strategy and talent pool, and any talent gaps or organizational structure changes required to align to revised business strategy for the long-term.

**2 Environmental Factors**

Consider crisis-related and other external factors that impact the desires, goals, and motivating factors of your current workforce, as well as future recruits.

Identify new policies, or adapt existing policies, to address ongoing external impacts.

**3 Future Proofing**

Align workforce with future organizational demand and goals.

Create a talent blueprint to establish and maintain the talent-related programs required to support the workforce when major challenges arise.

Identify pathways to increase workforce agility by cross-training for needed critical roles.

# JABIAN CAN HELP

Jabian, through a rapid assessment, will ask questions of the business to understand the most pressing needs and make the linkage to the ideal profile of individuals and the right quantity needed to sustain demand.

<b>A Assess Core Capabilities, Skills Needed, &amp; Gaps</b>	<b>B Identify &amp; Address Your Talent &amp; Skills Gaps</b>	<b>C Build Talent Plan &amp; Architect the Organization</b>	<b>D Support &amp; Measure Talent Strategy &amp; Programs</b>	
<ol style="list-style-type: none"> <li>I. Review and analyze strategy and assess/ identify core capabilities needed to execute strategy</li> <li>II. Determine future critical skills/roles via workshops</li> <li>III. Identify gaps through heatmapping and skills assessment via workshops</li> <li>IV. Analyze workforce and breakout into talent segments based on role/ function</li> </ol>	<ol style="list-style-type: none"> <li>I. Identify critical talent segments of your organization to understand where to invest</li> <li>II. Assess each talent segment based on capacity, demand, volume, etc.</li> <li>III. Analyze the talent gap, including skill gaps for critical gap areas</li> </ol>	<ol style="list-style-type: none"> <li>I. Develop talent strategy and plan to close near- and long-term talent gaps</li> <li>II. Design the organization to support current and future organizational capabilities and competencies</li> <li>III. Define positions, including skills requirements, performance measures, and career pathing</li> <li>IV. Ensure talent/role alignment based on skills and role analysis</li> </ol>	<ol style="list-style-type: none"> <li>I. Align and map talent strategy to talent management activities (recruiting, learning and development, performance management)</li> <li>II. Support and guide culture and organizational change to bring the workforce along</li> </ol>	
				
<b>VALUE</b>	<p>Cut to the chase of focusing on the right things, right away</p>	<p>Actionable insights into which talent segments are driving the most value</p>	<p>Blueprint of your org to build critical mass and alignment through recovery and beyond</p>	<p>Your talent enables realization of your business strategies</p>

## FOCUSING ON YOUR FUTURE TALENT NEEDS NOW HAS LASTING IMPACT

- + Increased retention of top talent/key talent segments core to your business
- + Improved process and operational efficiency by aligning recruiting, performance and compensation management, training, etc. to talent and business strategies
- + Enabled future-focused talent planning to meet short-term and long-term objectives
- + Defined and enabled future of work transformations required as a result of crisis including new business/employee needs and upskilling or recruiting initiatives
- + Culture focused on achieving and driving business results through alignment of talent strategy and business objectives

To learn more about how Jabian Consulting can help your organization use COVID-19 As a Catalyst for Talent Strategy please contact us at [jabian.com/planahead](http://jabian.com/planahead).