

TALENT COMPASS GUIDES STRATEGIC TALENT ASSESSMENTS

“There is a current technology disconnect between modern performance management and the traditional calibration process, meaning application leaders must experiment with ways to bridge gaps and modify this process.”

Real-Time Performance Management Requires Re-calibration

Gartner, October 2017

Whether your performance management processes leverage best or emerging practices, or are somewhere in between, Talent Compass allows your business to strategically assess employees to make better talent decisions.

Performance management transformation is no longer limited to a few forward-looking organizations. A Bersin by Deloitte study found that 79% of executives feel that re-designing their company's processes is a top priority. As more organizations adopt continuous feedback and rely less on numeric ratings and forced rankings, they need thoughtful ways to make decisions around compensation, talent development and retention.

Many traditional performance and talent practices spend too much time assessing the past versus guiding leaders on how to meet today's challenges and prepare for the future. These processes also spend a lot of time working to create alignment across managers. Talent Compass starts with a consistent framework in the hands of managers, guiding them through questions that thoughtfully assess their team members.

Talent Compass creates the bridge from a company's everyday performance management activities and key talent decisions.

HOW TALENT COMPASS WORKS



Manager

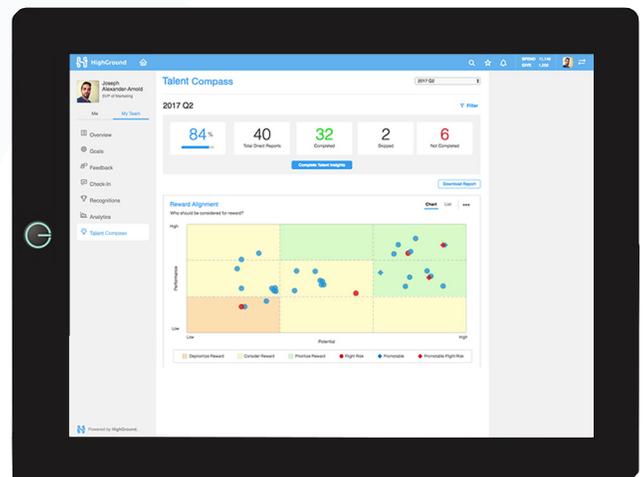
Each manager is prompted to answer several key questions about each of their direct report's performance using the Talent Compass questionnaire.

The questions range in topic to advise on compensation changes, identify improved skill sets and uncover potential risks. Questions are simple and straightforward, such as "Is Sarah a flight risk?" and "Would Peter be difficult to replace?" Responses are based on a slider scale with a range from strongly agree to strongly disagree.

Talent Compass instantly segments the team members in a number of ways, including reward alignment and base pay. The managers and leadership team leverage the graphs and an action planning report to make informative downstream decisions.



Data



“**Talent Compass is helping our managers be better leaders.** It allows them to view their employees through a different lens and ultimately develop individualized strategies to challenge and motivate them to do their best work.”

Director

Learning and Development, Investment and Asset Management Firm

THE BUSINESS BENEFITS

- ▶ Easy, uniform way to accurately assess what's next for employees
- ▶ Focuses on future employee potential and business impact in both the short and long term
- ▶ Enables proactive career development and responsibility planning
- ▶ Data-driven way to capture insights and formulate appropriate action plans
- ▶ Extend a lightweight version of succession planning more broadly across the organization
- ▶ Bridge the gap between traditional calibration sessions and a modern approach to performance management

“**We have completely evolved our compensation planning --** moving away from a focal point to ensuring managers have a higher level of discretion. It's done in more real-time, relevant ways for every team member.”

Vice President

Organizational Effectiveness Talent Strategy, Nonprofit

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