

Your Roadmap for Talent Optimization

Increase return on your people investment

In the journey of organizational success, it's vital to remember that the map is not the territory; rather, it's the people who walk that path with you. Your true north, comprised of your organization's mission, values, and business goals, serves as the guiding star in this expedition. Your achievements, however, are intricately woven with the strengths and potential of your people. Every individual brings a unique set of talents, and, at a deeper level, we all share a common humanity. Your talent optimization story is about the synergy between your organization's true north and the incredible potential of your people—a tale of Talent Optimization and the art of aligning people strategy with business strategy."


The Map is not the territory AND we need better understanding of both.

Talent Optimization map

"To optimize the whole, we must sub-optimize the parts." - W. Edwards Deming

The word "corporation" derives from corpus, the Latin word for body. Are the cells healthy and do they work well together?

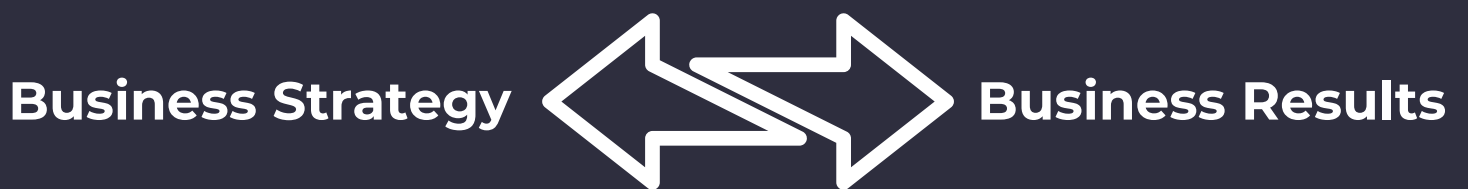
This is not a yes/no question and living, dynamic systems are in flux. Continuous renewal, refinement and realignment are necessary.

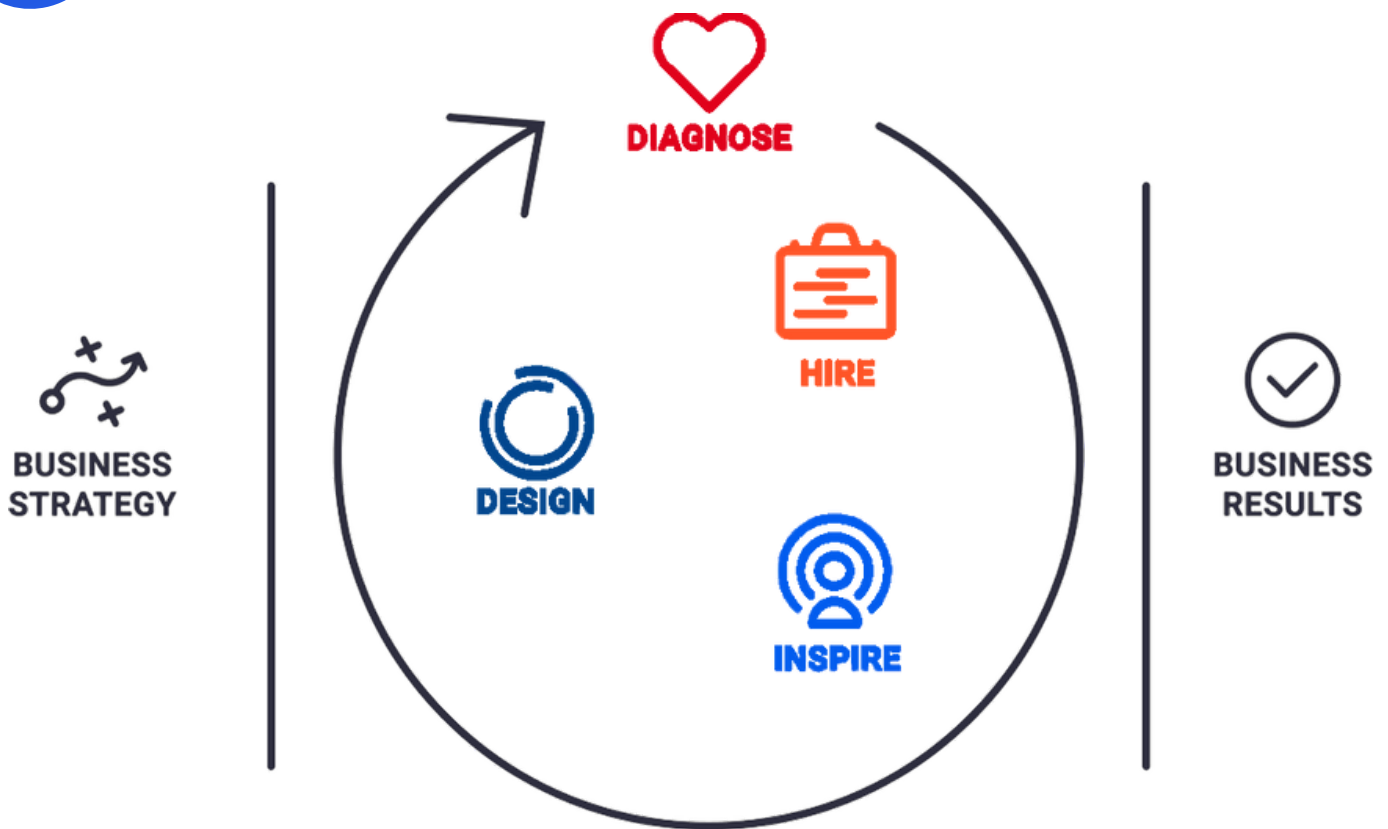


"If you could get all the people in an organization rowing in the same direction, you could dominate any industry, in any market, against any competition, at any time."

- Patrick Lencioni

The living body we are referring to is a business. Because of this, profitability is a vital measure. For this, we need business strategy. And humans are teleological beings, a fancy way to say we need goals, objectives and milestones. We have the bookends of the Talent Optimization framework.





Most companies don't have a clearly articulated, data driven and intentionally designed people strategy. The result is a reactive and poorly aligned people strategy. There is a tendency to throw people, therefore too much money, at problems. And good people may just solve problems yet they recur as we don't get to the root of the problem. Or if not reactive, it is installed intuitively. This is difficult to duplicate and impossible to scale.

A simple (not easy or simplistic) people strategy created with intention, by designed is the best way to become a talent optimized company.

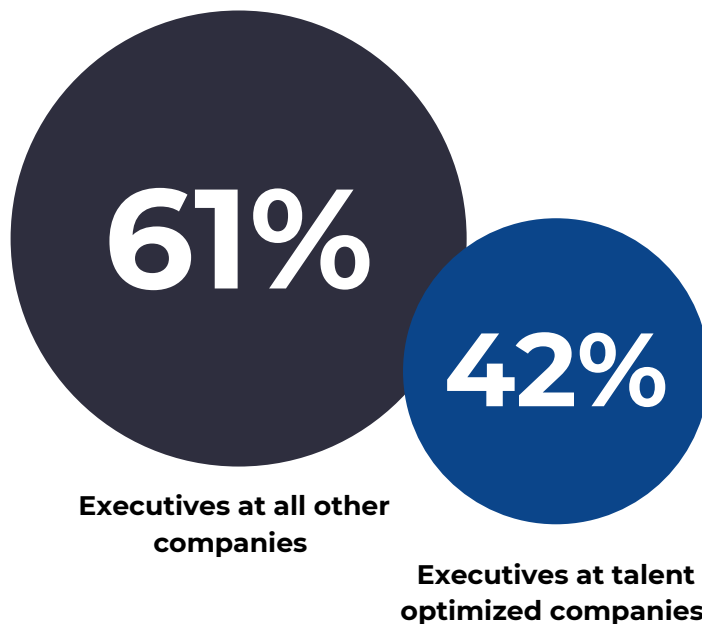
31% of companies say their business and talent strategies are completely aligned. - From State of Talent Optimization research, PI, 2022

Key finding:

Optimized companies spend 31% less time on people problems.

Companies that practiced talent optimization cut time spent on people problems by almost a third. **That's like gaining back 395 hours a year-almost 10 full weeks.** Executives spent on average 42% of their time on people problems when they implemented the following practices:

- ↳ Understand executive's confidence level in achieving each strategic priority
- ↳ Ensure that talent strategy is well-documented and understood throughout the organization
- ↳ Align organizational structure to the business strategy
- ↳ Have the right people in place throughout the company to execute the business strategy
- ↳ Make talent strategy everyone's responsibility (not just HR's)





To be optimized, the messy middle of our model, people strategy must continuously address the four key areas of disengagement.

There are four key causes of disengagement:

- ↳ **Misalignment with the job:** When positions are poorly defined, hiring isn't thoughtful, or organizational growth changes the job description, it can create misalignment between the employee and their role.
- ↳ **Misalignment with the manager:** Managers play a crucial role in employee engagement, yet many managers lack the knowledge or training to successfully motivate and manage their employees.
- ↳ **Misalignment with the team:** More and more, teamwork is required to execute strategy. However, poor communication and discord between varying personalities take a toll on productivity and innovation.
- ↳ **Misalignment with culture:** Employees need to feel like they belong to something bigger than themselves. When they feel misaligned with the organization's values or distrustful of its leadership, engagement takes a nosedive.

Powering People Performance- YOUR Roadmap

"We're all experiencing the same thing, only differently" - Adrienne Guerrero, co-founder, A Leadership Beyond

The talent optimization framework is the same for all, but the roadmap is based on your true north.





DESIGN TEAMS

03

- Build cohesive, collaborative and successful teams
- Know yourself
- Know your team
- Know your team strategy



DIAGNOSE ENGAGEMENT

04

- Org Pulse
- Key Data
- Evidence for KPI's
- Prescribe action



INSPIRE PEOPLE

02

- Understand your people
- Build better managers
- Create new jobs and career paths
- Develop your leaders
- Reinforce your culture



HIRE TALENT

01

- Bring predictability and reliability into the hiring process
- Define and communicate job requirements
- Equip your leaders to land top talent
- Predict new team dynamics
- Determine candidate cultural fit

Imagine a map in a large mall complex, listing all the destinations without:

Visit [Optimax talent](#) to discover the power of Talent Optimization for your team:



**YOU
ARE
HERE**



We desire to meet you right where you are and support you in developing a winning people strategy that scales.

We've intentionally used the term people data without explaining. That is because in fewer than 6 minutes, you can engage with a complementary tool for growth in self-awareness at no charge:



Click on the red PI circle to take the assessment!



You will receive a detailed report. And if you book a call with us, you can have a guided tour, guaranteed to result in actionable insights.

We desire to meet you right where you are and support you in developing a winning people strategy that scales.

We are offering a 1:1 talent optimization strategy session (no fee or obligation) using your business objectives and real people data to demonstrate how talent optimization can help you increase return on your people investment.

**For more information or to book a call with Byron or Tom:
[Select a meeting · Optimax Talent \(youcanbook.me\)](#)**