



Talent Management

Drive greater productivity, alignment and quantifiable results.

There have always been compelling reasons for talent to be a business priority. Successful (and sustainable) organizations understand that top talent is essential to driving top line growth in an increasingly competitive, global and knowledge intensive environment. A Talent Strategy that results in having the right talent in place, at the right time is a prerequisite to bottom line business performance.

An organization's Talent Strategy is delivered by a set of internally consistent and scalable programs, policies, and processes for acquiring, developing, managing, retaining, and retiring their workforce. Key talent management processes include employment branding, recruiting, competency management, workforce planning, rewards and recognition, career development, succession planning, knowledge management, learning management, employee engagement and transition management.

Execution of the Talent Strategy through successful alignment of these processes defines the workforce culture, skills, leadership goals, employer/employee relationship, and results.

When these processes are inconsistent and/ or not aligned to the corporate strategy and the business unit strategy, the organization will start to see rising direct and indirect costs, higher risk, and lower return on investments in several forms, such as lower productivity, poor employee performance, poor customer satisfaction, increased competition, higher employee turnover, or simply put, lagging results.

MarketSphere partners with clients to develop an integrated approach for addressing current and future Talent Management issues. Our team leverages leading practices and industry knowledge and includes specialists with extensive experience working with Fortune 500 companies to drive desired outcomes. We can help you to develop both a strong business case for the talent supply your organization needs, and a comprehensive plan for delivering with measurable and sustainable results.

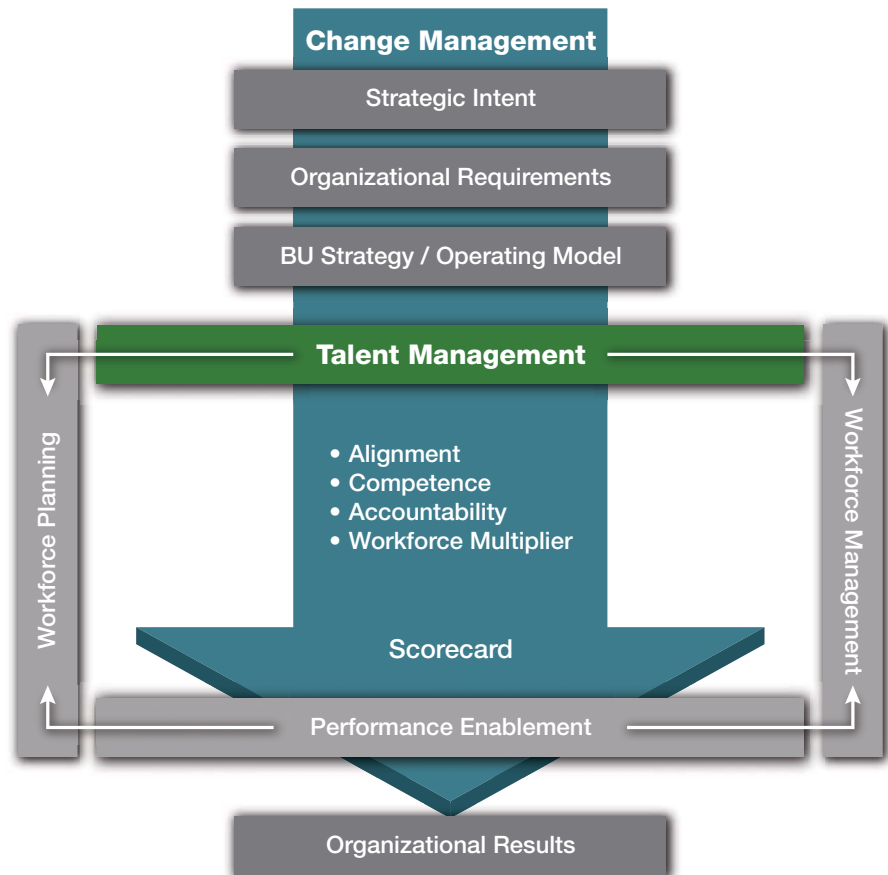
● Our Solutions

MarketSphere's proven Talent Management approach allows clients the flexibility to scale the solution to the client's business strategy, operating model, and culture. The result is an integrated, sustainable, and measurable talent management solution that drives greater productivity, alignment, and quantifiable results. Furthermore, our team of specialists have an average of 8+ years of industry experience, including extensive experience working with companies to drive desired outcomes from large scale Talent Management efforts. Take a look at some of our featured solutions.

Talent Architecture

How will you align talent practices with talent priorities?

Change is so fluid, and so radical, and so necessary these days that long-term talent development and succession plans are obsolete as soon as they are built. Priorities often change, and so do people. Top performing organizations recognize success hinges on identifying and fully leveraging top talent, in the moment. MarketSphere will help you build your talent architecture, complete with robust strategy, operating model, culture and competency alignment with your selection, development, reward and measurement systems to enable quick and effective alignment of talent with your current business priorities.



Workforce Reconstruction

How will you improve the performance and services of your organization?

To dramatically transform the performance and services of an organization or specific business unit, an organization must first set the strategic direction for driving an end-state operating model. MarketSphere helps our clients design and enable an effective operating model for strategic alignment by working with client leadership in define strategic intent, goals, current strategy and target state, and provide the overall organizational vision. MarketSphere also provides a gap analysis and additional assessments that helps determine the performance management approach, as well as align processes to key performance indicators and milestones. By partnering with MarketSphere, our clients are outperforming their competitors by developing leading talent management capabilities.

- Develop a clear definition of what the organization or department wants to be known for and in what time period
- Assess workforce capabilities and identify gaps for delivering the vision
- Improve the performance management approach
- Cascade goals and link scorecards to vision and overall operating principles
- Define organization cultural behaviors and support alignment of key processes

Talent Integration

How are you going to accelerate synergy targets?

Talent Integration enables a post-merger or restructured organization to fully integrate talent and align core functions to accelerate synergy targets. Utilizing technology, processes and objective assessment tools, such as Triviumsoft's SEE-K®, signature talent analytics and management technology, MarketSphere helps clients evaluate and align talent pools, processes and measures to quickly realize expected benefits. Talent Integration allows organizations to move beyond common challenges such as organizational misalignment, and redundant processes, system and functions, towards leadership accountability, higher employee engagement and productivity and improved ability to reach synergy targets from 17 to 35%. Furthermore, our partnership with Triviumsoft allows our clients to:

- Create a network of skills, career wishes, business needs, and training resources
- Develop proactive workforce planning scenarios with real employee data
- Transform documents and information from multiple systems into a single, accessible database
- Display competency "supply" by asking employees to describe their interests, skills, and experience in their own words through online surveys
- Provide competency "demand" by asking managers about the skills and experience needed to serve customers

Workforce Rightsizing & Transition

How are you going to respond to economic conditions and efficiency goals?

In order to strategically change the workforce and maximize revenue, retain customers, and backfill critical jobs, MarketSphere works directly with senior leadership to analyze, mitigate risk, and plan the rightsizing. Our approach includes gathering employee data and the development of a filtering process to ensure that right candidates are kept and risk to the organization is minimized. We also work closely with leadership teams and provide a variety of scenarios, as well as assess impacts. Our proven approach to rightsizing has helped our clients:

- Guarantee margins are protected while costs are reduced
- Ensure changes are seamless to customers
- Prioritize sourcing needs when the economy turns around
- Align key talent and positions to critical processes, high value customers and current, as well as future products and services



● Ask about our Talent Profiler

You need to drive greater productivity, alignment and quantifiable results, but you have also cut costs, constrained spending and tightened the budget. You're making the best of a tough situation... but is it enough? What's next? Who do you turn to for ideas?

MarketSphere offers the guidance and direction you need for doing business during tough times. Our Talent Profiler reviews four key factors:

- **Alignment Factor:** Discover those employees who are aligned to new efforts and how to keep them motivated and moving in the right direction
- **Workforce Leverage Factor:** Identify gaps in your technical capacity and obtain more value from your investments
- **Capability Factor:** Determine unexploited potential and direct your efforts toward redistribution of talent
- **Accountability Factor:** Most critical, determine the individuals that will step up and own the future of your business

Contact us today and learn how the Talent Profiler can provide a roadmap to critical talent management actions that must be done to protect and leverage your most important asset: employee knowledge and skills.

● Why MarketSphere

Our team has led successful Talent Management efforts across multiple industries, markets, and types of initiatives. Just ask our clients.

*"I want to thank the MarketSphere team for a **job well done** relating to the Human Resource Analytics definition project. The method to **validate the metrics, reports, and data strategy** assisted both the HR and technical team to **define the path to work with our business constituents.**"*

—Manager, People Services, Alcoa Corporation

*"On behalf of UMB, I would like to **express my sincere appreciation for your support with (our) Governance project. MarketSphere brought a talented and driven team, knowledge of best practices and determination to help our organization embrace the change. The MarketSphere team actively engaged with UMB stakeholders to build their commitment to ... the process, which will help to ensure continued success.**"*

—Executive Vice President, UMB Financial Corporation



During these economic times, you need a partner you can trust.
We have the experience and insights to help you succeed.

Contact MarketSphere today at 888.532.3002 or www.marketsphere.com.

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