

# Talent Strategy Development Stages

## 1 Evaluate strategy



Review the company's strategic plan to reveal future tactical changes needed to achieve the future state.

## 2 Identify capabilities



Conduct an assessment to identify the capabilities needed to implement the strategy successfully.

## 3 Categorize capabilities



Evaluate capabilities based on their strategic importance and the length of time that the capability will be needed.

## 4 Review talent options



Select the most appropriate type of talent for staffing a capability among the different resource options.

## 5 Select talent strategies



Define the specific talent strategy that should be used to close talent gaps for each capability.

# The Strategic Development Of Talent

**Padhraic Smyth**



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