



## TALENTONIC APPROACH TO TALENT MANAGEMENT

### MODULAR APPROACH

The entire process is completed in 5 discrete steps. Each module with a defined deliverable and next steps.

1

DESIGN COMPETENCY MODEL

2

ASSESS KEY TALENT

3

CREATE TALENT INVENTORY

4

CAREER MAPS



**ANUJ KHANNA**  
HEAD ORGANISATION EFFECTIVENESS,  
TALENTONIC



#### ALL INDIA HOUSING MAJOR

Completed all 4 modules from design to career maps. And continue to be engaged in regular talent assessment



#### INSURANCE MAJOR

Created their functional competency model and based on existing data created the career maps and generic development strategy



#### AUTO COMPONENT FIRM

Designed the competency model, assessed the entire managerial cadre, calibrated with performance management and created the talent inventory



+919560726261



anujkhanna@talentonic.com



www.talentonic.com



Ambitious Energy



Execution Excellence



Business Partnership

## COMPETENCY DESIGN

1

INDUSTRY DYNAMICS & DIRECTIONS DRIVING LEADERSHIP ACTIONS

2

FIRM LEVEL CHALLENGES AND OPPORTUNITIES WHICH SHOULD DRIVE LEADERSHIP ACTION.

3

IN FIRM TALENT STRATEGIES AND ASSESSMENT PROTOTYPES REPRESENTING EXISTING LEADERSHIP BIASES



### COMPETENCY DESIGN

Design the competency model basic industry, firm and talent management imperatives. Define the behaviours to provide legs to the model



### COMPETENCY HANDBOOK

Create a competency handbook to enable socialisation of the competency model, training for managers and enable deployment of the model to all unique roles in the Firm



### TOOL COMPETENCY MATRIX

Designed the competency model, assessed the entire managerial cadre, calibrated with performance management and created the talent inventory



# LEADERSHIP ASSESSMENT



## QUICK SET UP



## SEAMLESS EMPLOYEE ACCESS & HR DASHBOARD



## INSIGHTFUL REPORTS



## DEBRIEFING & COACHING SUPPORT

## ASSESSMENT TOOLS

1. CB5 PSYCHOMETRIC ASSESSMENT
2. DISC ASSESSMENT
3. GAME BASED SIMULATION
4. CASE STUDIES\*
5. ROLE PLAYS\*
6. SITUATION JUDGMENT TESTS\*
7. VOICE OF MANAGER\*
8. 360 ASSESSMENT.\*
9. BEI\*

### • TALENTONIC PROPRIETARY TOOLS

**ASSESSMENT STRATEGY IS A  
MIX OF AUTOMATED &  
ASSESSOR LED ASSESSMENTS.**



## CONTENT DESIGN

Design of Assessment strategy to suit Competency Framework.  
Design of assessment content to improve assessment reliability



## EASE OF ASSESSMENT

Assessment is conducted on Talentonic's virtual assessment product, TalentEnergy. All automated & assessor led assessments are through a single customised assessee interface



## ORGANISATION DEVELOPMENT SUMMARY

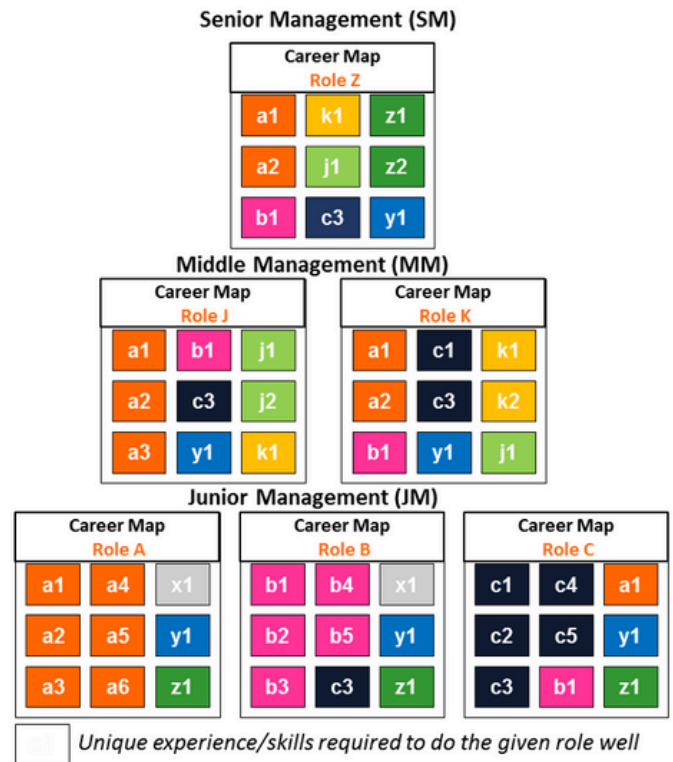
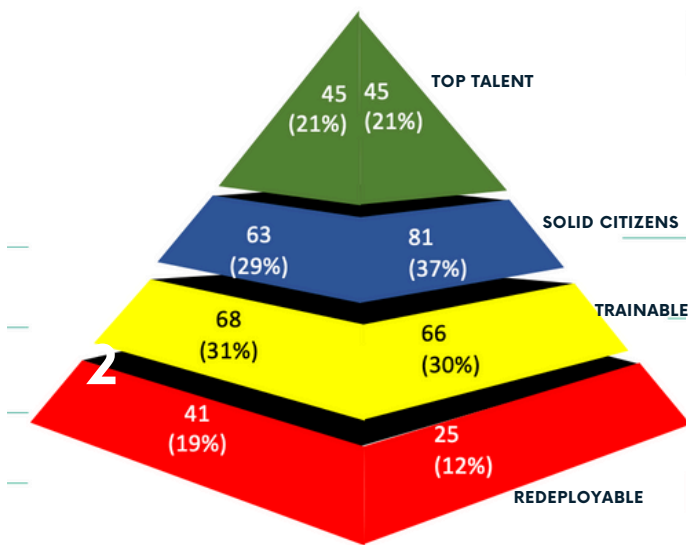
An insightful organisation summary report covering the entire cohort and providing valuable insights for organisation development.



# TALENT INVENTORY & CAREER MAPS



DEEPAK DHAWAN, CEO & FOUNDER,  
TALENTONIC



**“Career maps require a strong understanding of functional and leadership competency assignments to unique positions. An organization structure transforms itself from being a ladder to climb, to being “nuggets of capability” to be acquired for reaching the ultimate goal. Experience becomes less about years spent in A job and B job and C job and more about the riches accumulated. “**



## TALENT INVENTORY

The talent inventory is a product of the assessment, the performance record and the calibration by the manager/ leadership.



## CAREER MAP

Career maps marry the capability of the employee(s) with the capability needs of the organisation and create a path which provides the employee with the best opportunity to acquire the needed skills



## DEVELOPMENT PLANNING

There are many runways to take off from and many frameworks for development to adopt based on the legacy and objective to be achieved. That's another story. Contact us to discuss more..

+919560726261

anujkhanna@talentonic.com

www.talentonic.com