

# Talent Mapping

# Agenda

1. What is Talent Mapping
2. Why is it important
3. How do you do Talent Mapping
  - a. Talent Review
  - b. Succession Planning
4. When do you do Talent Mapping



# What is Talent Mapping

A process to identify and assess the performance and readiness of your current workforce against future development.

The goal is to identify your high -potential employees for future development based on your strategic priorities.



# Why is Talent Mapping Important

Helps identify and align your high potential employees to your strategic goals



# The How

By conducting a Talent Review and Succession Planning



# TALENT REVIEW



# Talent Review

## High Potential

Has the ability, aspiration, engagement, & agility, to move into a role with more responsibility and/or leadership at a faster rate than others

## SME/SPOK

(Subject Matter Expert)  
(Single Point of Knowledge)  
Person who would be difficult to replace because of their highly specialized knowledge and expertise

## Valued Contributor

A strong contributor with limited runway in the organization. Might not aspire to move into role with increased responsibility. Not viewed as a High Potential or SME/SPOK

## At Risk

Person doesn't meet the expectations in their current role. Should be transitioned out of considered for another more suitable role

# Factor's for High Potential



**ABILITY** - Employee's knowledge, skills, and attitude. Includes technical, functional, emotional, and interpersonal skills



**ENGAGEMENT** - The degree to which an employee is emotionally connected and committed to the success of the team



**ASPIRATION** - Employee's desire to grow into more challenging roles and take on more responsibility and/or leadership.



**LEARNING AGILITY** - The pace which an employee is able to learn, analyze, and understand a situation or challenge, think broadly on it and work with others to solution it.



# Performance does not equal Potential

(Although a High Potential employee must be a High Performer, High Performers are not always High Potential.)

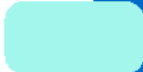
<b>High Performer</b>	<b>vs.</b>	<b>High Potential</b>
Success in current and past roles		Has the ability, agility, engagement, and aspiration to take on greater responsibility and/or leadership
Great track record for delivering results and consistently delivers on objectives		Demonstrates consistent, broad, and strategic thinking
Strong skills and expertise in area of knowledge		Seeks out new assignments or challenges on their own
Strong contributor on key projects		Strong desire to try new or challenging things
		Adapts quickly and can read a situation and make judgements or decision or adjust course of action to avoid derailment
		Resilient and curious
		Succeeds in new, difficult situations, often with a high level of ambiguity

# How to Assess a SME/SPOKs

1. Does the employee have unique and difficult to find skills or deep expertise and knowledge that is critical to the organization's success?
2. Is this employee recognized for a valued, unique, and expert skill?
3. Should this employee resign, would it be very difficult to find someone internally or externally with comparable skills, knowledge, and expertise?

# How to Assess and Identify Potential: ABILITY

	Need Work	Solid	Strong	Best of the Best
The employee's track record for delivering results				
Ability to handle projects/tasks that require a different or complicated skill set				
Strategic and able to grasp concepts and makes judgements or decisions to change or adjust course of action to avoid derailment				
Has the emotional maturity and courage to resolve conflict and engage in tough conversations				



# How to Assess and Identify Potential: ASPIRATION

	Need Work	Solid	Strong	Best of the Best
Frequently takes on new assignments or challenges on their own accord				
Committed to their own personal and professional development				
Effectively leads and influence others at different level				
Willing or desire to move into a leadership role or take on a bigger leadership role				

# How to Assess and Identify Potential: ENGAGEMENT

	Need Work	Solid	Strong	Best of the Best
Willing to go above and beyond their role, scope, or department to improve results				
Demonstrates a high level effort for the overall improvement of the organization				
Demonstrates leadership/influence beyond their own role and gets people engaged and involved to make things happen to help the organization meet its goals and objectives				
Makes a key effort to understand the strategic goals of the organization				



# How to Assess and Identify Potential: LEARNING AGILITY

	Need Work	Solid	Strong	Best of the Best
Has a passion for continuous learning, and a high level of curiosity and drive to stay current in their field				
Displays a high level of desire and courage to try new and challenging things				
Proven ability to apply learning and get up to speed quickly when faced with unknown situations or challenges				
Thrives and embraces the opportunity to learn new skills.				

# Talent Review

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# Talent Review

## High Potential

Audrey Graham  
Alaine Morissette  
Michael Bubble  
Teshia Chante

## SME/SPOK

April Lavigne  
Ryan Adams  
Ted Robertson

## Valued Contributor

Andrew Harrow  
Adel Tesfaye  
Justin Beaver  
Shawna Mendes  
Gordon Lightfoot  
Mel Furtado  
Paul Banka  
CR Jepsen  
Julia Black  
Michelle Cullock

## At Risk

Myles Farmer  
Brian Peake



# SUCCESSION PLANNING



# Succession Planning Of Your Workforce

Business Unit:		SUCCESSION PLAN								
		Position Title:	Title 1	Title 2	Title 3	Title 4	Title 5	Title 6	Title 7	Title 8
		Current Incumbent:								
Ready: Now or Within 1 Year	1	Internal Candidate 1								
	2	Internal Candidate 2								
	3	Internal Candidate 3								
	4	External Candidate								
	5	External Candidate								
Ready: 1 to 3 Years	1	Internal Candidate 1								
	2	Internal Candidate 2								
	3	Internal Candidate 3								
	4	External Candidate								
	5	External Candidate								
Ready: 3 to 5 Years	1	Internal Candidate 1								
	2	Internal Candidate 2								
	3	Internal Candidate 3								
	4	External Candidate								
	5	External Candidate								



# Succession Planning Of Your Workforce

1. List all of your directors and above positions in the “Title Section. List as many as required.\*

*\*Note\* - If your organization has 15 or less employees, you may choose to list everyone in your organization*

1. List all of your SME and SPOK
2. List the names of current employees in each spot



# Succession Planning Of Your Workforce

4. Look within your organization and identify employees who are high potential who would be able to step in the positions listed
5. Determine if these employees could be ready within 1, 3, or 5 years





## When Do You Do This

Depending on your organization's size and attrition, between 12 and 18 months. You can do this more frequently if your organization is very large and you experience a relatively higher attrition or internal movement.



Create.  
Promote.  
Protect.

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