



Talent Strategy Development

One of the key success factors of high performing organizations is putting their people first. Today executives are challenged to develop efficient and effective solutions to drive the people side of business. Developing an effective HR strategy that supports the enhancement of your talent pipeline is critical to any organization's ability to survive and grow.

Translate your organization's strategy into an effective and actionable Talent strategy, priorities and business plan.

Developing an Talent Strategy

An effective talent strategy provides a roadmap to create value through your organization's workforce and includes guidelines for the organization to follow when competing for new talent or retaining existing talent. These guidelines can cover a broad range of issues, such as which skills and competencies are most critical for achieving future goals and objectives, how to source talent (grow or acquire) and how to create and maintain a high-performance culture. Filling skill gaps, addressing retention rates, changing business models and other complex issues can be addressed with a comprehensive talent plan designed with your Talent Strategy.

How IES Can Help with Talent Strategy Development

Working through the strategic lens of organizational development, NC State Industry Expansion Solutions (IES) experts work with company leaders to assess and identify the key business drivers and organizational goals to help you develop a talent strategy to engage and empower individuals and leaders to drive organizational success. IES experts have more than 20 years of experience in organizational development, facilitating strategic planning and culture transformation.

IES will help you develop a strategy that will:

- › Translate your organization's strategy into an effective and actionable Talent strategy, priorities and business plan
- › Identify the best ways to attract, motivate and retain new and existing workforce segments
- › Engage and empower individuals towards high performance and organizational success

Benefits of Talent Strategy Development Include:

- › Reduced staff turnover
- › Improvement in organizational production and performance
- › Enhanced workplace satisfaction
- › Development of a leadership pipeline to support business continuity and strategic agility

Getting Started

Ready to see how Talent Strategy Development can impact your organization? Contact us to learn more about how we partner with you to develop a talent strategy to support your current and future business needs.

Contact us today to learn how IES can help you drive culture change in your organization: ies.ncsu.edu/about/contact-us

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Industry Expansion Solutions

Industry Expansion Solutions (IES) is the engineering-based, solutions-driven, client-focused extension unit of NC State's College of Engineering. Our broad portfolio and deep industry expertise help organizations grow, innovate and prosper. Our extensive partnerships with business, industry, education and government generate a unique culture of collaboration that provides access to cutting-edge expertise, research, and technology.

Grow Your Business With Confidence. Contact Us Today.

Visit our website: www.ies.ncsu.edu to find the IES Regional Manager nearest you. Contact us by phone: 1.800.227.0264 or email: iesservices@ncsu.edu

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