

PRIDALRM

THE TALENT LIFE CYCLE

Center for Human Capital Innovation

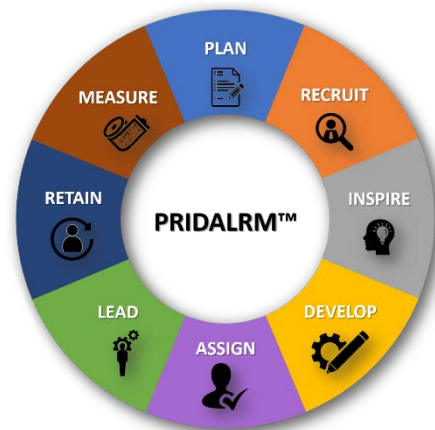
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What is the Talent Life Cycle?

The talent life cycle refers to organizational strategies to maintain a highly productive workforce. Most of the activities that occur within an organization’s human resources, human capital, and talent management divisions can be distilled to one of the eight phases described in CHCI’s **PRIDALRM™** model of organizational effectiveness and performance management: **Planning, Recruitment, Inspiration, Development, Assignment, Leadership, Retention, and Measurement. CHCI uses PRIDALRM to diagnose problem-areas and develop targeted remediation efforts. In the following report, the eight stages of the talent life cycle will be introduced to demonstrate its importance in ensuring organizational effectiveness and excellent performance management.**

For most organizations, employees are the main investment. Having a successful workforce **plan** (**PRIDALRM™**) allows organizations to address current and anticipate future needs. Does the organization have the right people? Will it have the right people five years from now? Workforce planning entails using data to align organizational needs with workforce capabilities. Succession planning, which refers to the process of identifying and developing new leaders to replace current ones, is one component of workforce planning. Without effective workforce and succession planning, organizations are at risk of collapse if (or when) integral team members leave the organization, for any reason.



Determining how, when, and who to **recruit** (**PRIDALRM™**) is a critical component of the talent life cycle and workforce planning. Recruitment entails finding the right people to fill organizational needs, at the right time. Effective recruitment strategies and tools ensure organizations hire the right candidate the first time.

Inspiration (**PRIDALRM™**) is an often overlooked component of organizational effectiveness. An inspired workforce is a productive workforce. Inspired workforces can see the strategic vision of the organization and how they contribute to organizational goals. Employee engagement is a central measure of inspiration, and it is one way that organizations can track, understand, and improve, organizational performance. Keeping the workforce inspired by the mission is associated with better performance and retention of top talent.



Developing (PRIDALRM™) current employees refers to the investments organizations make into professional development activities, such as training and education, to improve employee skills and capabilities. Professional development assists employees in obvious ways, but it also benefits the organizations by giving them a more skilled workforce without recruiting new people. Investments into employees' professional development can also increase their commitment to the organization.

Assignment (PRIDALRM™) refers to the organization's ability to effectively assign employees with tasks most suitable to their knowledge, capabilities, and interests. Understanding employee performance and potential, juxtaposed to organizational needs, allows organizations to effectively utilize current talent and maximize output.

Effective **leadership** (PRIDALRM™) is central to the talent life cycle. Leadership skill is tasked with not only leading the organization in its strategic vision, but also leading its employees to high performance. Ensuring that employees are engaged, are tasked appropriately, and are developed effectively, is just some of what rests on leadership. Having effective leadership in place sets a standard of excellence.

Retaining (PRIDALRM™) top talent is critical to ensuring organizational effectiveness. Retaining top talent is usually more cost-effective than recruiting new employees for the purposes of replacing someone who left the organization. One of the best ways to retain top talent is to ensure employees are engaged.

Organizations can collect and analyze data to **measure** (PRIDALRM™) organizational effectiveness, employee productivity, and other performance management indicators. The sum of the talent life cycle's parts is the organization's ability to effectively measure organizational and employee performance. Regular data collection and analysis allows organizations to track performance over time to ultimately improve upon it.

Using the PRIDALRM™ model, CHCI is able to help organizations understand and improve organizational effectiveness and performance management.

About CHCI

CHCI provides business solutions through "best and next" practices in strategic human capital management. CHCI provides measurable, real-world strategies that support your organization to attract and retain high-performing people, build a diverse and inclusive workplace, and leverage individual and team performance throughout the enterprise. For more information, or if you have any questions, please contact Anne Loehr, Executive Vice President: anneloehr@centerforhci.org or (571) 970-4250, Ext. 113.