



TALENT, ORGANIZATION & PEOPLE SOLUTIONS

# Talent Development

Our Talent, Organization & People Solutions (TOP) elevate the 'human side' of business and help clients **execute workforce strategies that address today's challenges** and set the course for **profitable growth**. Now more than ever, clients are investing in their talent to enable a **sustainable, high-performing organization**. A&M's talent development team maximizes the ROI of their most critical asset, their people.

**A&M's talent development framework** focuses on equipping employees with the skills and development they need to perform. Our services help clients to:

- Optimize business results and organizational efficacy
- Improve talent attraction, retention and growth
- Increase employee and customer engagement

**A&M has worked with clients to assess and improve talent development initiatives across:**

- L&D strategies, governance, innovation and operations
- Skills assessments and competency frameworks
- Career path development and learning journeys
- Learning management system optimization

## How A&M Delivers Outcomes

*A&M works together with clients to:*



### Drive business value and ROI

Starting with business strategy and stakeholder priorities to design a talent development approach that enables both enterprise and workforce objectives.



### Get to data-driven insights and actions fast

Using accelerators to efficiently assess and close the organization's skills and competency gaps.



### Make it transparent and strategy-focused

Designing custom competency frameworks and career paths, supported by learning journeys, that are visible to employees and align with the operating model objectives.



### Harness the power of digital L&D platforms

Leveraging existing (or implementing new) platforms that enable the learning and development experience, as well as analytics and reporting capabilities.

**Inputs:** Business Strategy, Operating Model, Organizational Structure, Performance Gaps



### Understand and Identify

- Baseline Skills Assessment
- Development Needs Analysis



### Design and Build

- Competency Framework
- Skills Inventory



### Develop

- Career Paths
- Learning Journeys

**Results:** Operationalized Talent Development, Analytics and Reporting, Content Development and Delivery

**Reach out for a consultation to discuss your culture needs!**

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## What Else to Consider

When preparing to invest in talent development, it's important to consider the most effective **enablers to ensure talent and organization alignment and readiness**, including:



### Operating Model and Organizational Design

- *Is the current operating model and organizational structure set up to support the overall business strategy and growth?*



### Workforce Planning

- *How many people do we need to do the work?*
- *What new job functions and competencies will be needed in the next three to five years?*



### Performance Management

- *Are our performance metrics intrinsically tied to the goals of the organization?*
- *Does the performance management strategy incentivize desired behaviors aligned to the strategy?*

## About Talent, Organization & People Solutions

TOP partners with clients to isolate and accelerate the capabilities and leadership required to deliver on your service promise.

### Talent

Build workforce strategies, development programs and employee value propositions that deliver on your brand's promise.



#### Leadership



#### Workforce



#### Development



#### Value Proposition

### Organization

Align operating model, elevate organization design and fitness, and build cultures that drive positive change.



#### Operating Canvas



#### Design



#### Performance and Fitness



#### Culture



#### Change and Adoption

### People

Provide HR function expertise, create belonging solutions to support diversity, equity and inclusion, and enhance the employee lifecycle.



#### Human Resources



#### Belonging



#### Employee Life Cycle

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452490-42583/June 25  
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