END-TO-END TALENT MANAGEMENT

Research Sponsorship Opportunity

PROJECT OVERVIEW AND SCOPE

Taking an end-to-end approach to talent management involves integrating all of an organization's processes for recruiting, developing, and retaining employees in order to:

+ provide best-in-class human capital services to employees and managers,
+ eliminate non-value-added human capital spending, and
+ ensure the organization has the talent required to realize strategic objectives.

This study aims to answer APQC member requests for examples of organizations that have effectively adopted an end-to-end approach to talent management. This research will collect information on talent management goals, practices, and challenges and identify best practices for handling talent management in end-to-end, integrated way.

AUDIENCE

+ Chief Human Resource Officers (CHROs)/Chief People Officers
+ Vice Presidents/Directors of HR, Talent Management, Recruiting/Staffing, Training/Development/Learning

RESEARCH QUESTIONS

+ What are common talent management goals, practices, and challenges?
+ What lessons can be learned from organizations that excel at talent management?

  o How do best-practice organizations align talent management processes with business objectives?
  o What approach do they use to manage talent management processes? How have they assigned roles and accountabilities?
  o What frameworks or models are used to illustrate the relationships between talent management processes and activities? How is process knowledge captured?
  o How are engagement, training, and communications handled for talent management processes?
  o How is the performance of talent management processes measured?
  o What is done to improve talent management processes?
  o How are tools and technologies used to standardize and automate talent management processes?

RESEARCH METHODS

This research project will be conducted by collecting and analyzing data from multiple sources via:

♦ Survey
♦ Case studies

DELIVERABLES

♦ Input into data collection tools
♦ Survey summary results report
♦ Full research report including sponsor's perspective
♦ Research overview
♦ Promotions for research deliverables across multiple media platforms
♦ Disaggregated, blinded data
♦ Delivered in a flat Excel file
♦ Webinar event showcasing research results and sponsor's thought leadership
♦ Presentation and recording
♦ List of attendees who opt-in to share name and organization
♦ Case study of vetted, targeted organizations included in the research report

ABOUT APQC

APQC helps organizations work smarter, faster, and with greater confidence. It is the world's foremost authority in benchmarking, best practices, process and performance improvement, and knowledge management. APQC's unique structure as a member-based nonprofit makes it a differentiator in the marketplace. APQC partners with more than 500 member organizations worldwide in all industries. With more than 40 years of experience, APQC remains the world's leader in transforming organizations. Visit us at www.apqc.org, and learn how you can make best practices your practices.