

Prioritize talent investments that drive business results.



OGS Talent

High-impact guidance around which investments in talent have the greatest impact on financial, customer, employee, strategic and social responsibility results.



**Organization
Guidance
SYSTEM**

Invest in talent initiatives that drive targeted business outcomes.

OGS distills decades of research and practical application into the development of proprietary tools and methodologies that our seasoned consultants use to guide you to the investments in talent that support the business results that matter most.

Which talent management investments below would have the greatest business impact if you improved them?

OGS Talent Guidance on Financial Impact

Talent Investments	Impact on Target Business Outcome: Financial
Manage Departing Employees	High
Create Positive Employee Experience	High
Develop Employees	High
Encourage Diversity, Equity, Inclusion	Moderate
Manage Careers & Promotions	Moderate
Talent Acquisition	Moderate - Low
Track Employee Engagement	Moderate - Low
Communicate with Employees	Moderate - Low
Manage Employee Performance	Low
Retain Best Employees	Low

OGS Talent provides high-impact guidance based on your organization's unique needs so results will vary. **We know training your leaders on talent practices shows a 15% improvement in productivity and a 45-50% improvement in their ability to directly manage talent.***

Responses from global companies showed creating a positive employee experience, managing departing employees, and developing employees had the highest impact on financial business outcomes.

How will your insights guide your specific talent strategies?

OGS Talent in Action:

- 1 Complete OGS Talent Assessment.** Assess the overall quality of your organization's talent management and current ability to develop the dimensions of talent at every level.
- 2 Understand the Business Context.** RBL conducts brief interviews with your organization's leaders to gain deeper insight into the business and competitive environment and the organization's strategic direction.
- 3 Synthesize and Prioritize.** Partner with an RBL consultant to review the results, identify which investments in talent will have the most impact, and make a plan to drive those initiatives.

** New Conference Board Study Validates RBL's Guided Learning Model Improves Business and Leader Impact*

CONTACT US

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