

Management



**ASSIGN
BUSTER**

Candlelight Inc's Talent Management Procedures With telecom components being a necessity in today's innovative internet job market, Candlelight Inc, headquartered out of Denver, Colorado has come up with three high priority strategies in their managerial department to ensure current issues and problems within the company will take a turn for the better. With the decline of the economy, the firm cannot take any risks in order to be successful and have productive sales with less turnover in employment, limited union productivity, generate new managers that will be successful in their positions, and how they can develop different strengths financially, continue to have their footprint in the economy, powerful CEO leadership that is innovative that continues to build a powerful market with consumers, shareholders, and their own employees. There are some organizational challenges that do come along with ensuring that Candlelight is competitive, builds employee morale, continues to grow, with effective leadership and marketing strategies, and other changes that can be will allow them to have an improved public image. In the past, talent acquisition, engagement, and retention has been implemented in a decentralized and unpredictable method from the divisions throughout their business, and it has been defined as frail and inadequately controlled.

Management has come together to strategize the three talents they wish to carry down to each and every employee that works within the company by offering their first method they defined as " Develop Talent" as a requirement. The company's CEO and associates have met more often to agree that applying an array of development activities to every person individually instead of to an entire team of workers, and supervisors feel that this approach will allow one on one interaction from the managers to their

employees. Furthermore, the manager of that department will learn personal and professional needs and opinions of every person, and they both can discuss succession planning, involve other supervisor input if that manager feels he or she needs the assistance, and also ask the employee directly their own goals and what they want as a career at Candlelight.

Engaging talent is the second strategy management has agreed upon because they feel that the success of the company starts within beginning with the actual workers, and that if the workers are not recognized, feel they cannot communicate and have open door policies, and address their concerns they will feel hopeless and like a number instead of somebody.

Supervisors are coming up with ways to reward good work that should never go unnoticed, talk to the employees and listen when they want to discuss their concerns big or small, and that offering an incentive program is a way to keep the individuals motivated and to decrease the turnover rate. More frequent meetings to call on some of these exceptional workers will help build employee and personal self-esteem and it makes them feel better about the job they do.

Last, the CEO and board feel that they must retain talent, too, and asking customers is the one way to make sure what they are doing is or is not working or is what the customer prefers or does not care for. By letting the customers know Candlelight wants their feedback sends the message that the management really wants to hear what they have to say, and it is definitely a for sure way for managers and other department head to decipher what customers and other consumers really want from the business. Furthermore this method if strengthening the family at the company is a way to communicate with certain individuals who have put in a

resignation to find out why they are moving on or deciding to leave the company. Maybe there is something that they are upset about that has been overlooked, and maybe it can be fixed, and it also tells supervisors and human resources what legitimate issues are not being handled or if they are yet why is the employee insisting that Candlelight is not and can start addressing these issues.