

Challenges in managing talent - part ii

Business, Human Resources



CHALLENGES IN MANAGING TALENT - PART II Hello friend, your post was highly thought provoking as it was filled with a lot of information. I read with delight, the types of challenges you associated with attempts to make changes to talent management at the workplace. One particular area that caught my attention was the problem of alignment with long strategic plan. To add further insight to this, I will say that most companies, while making changes to their talent management functions only look at the interim and thus fail to plan ahead (quote). Based on personal experience, I find that whenever this happens, the company is forced to make another change with another short-term need arises. It is therefore very important that even if changes will take place, stakeholders will always plan into the long term rather than looking at only immediate needs of the organization.

Reference

Silzer, R., & Dowell, B, E, (Eds).(2010). Strategy-driven management talent management: A leadership imperative. San Francisco, CA: Jossey-Bass.

Dear friend, indeed all areas of your presentation are very discerning. However, one area I would like to emphasize on most has to do with the implication for changes to talent management functions within the organization. I have a very strong personal feeling that whatever the outcome with the changes turns to be depends on what goes into the implementation of the change. It was therefore very refreshing to read that you share this same opinion. Based on what has been studied in literature, quote (year) posited that there is nothing like an outright right or wrong change to talent management functions. This is because there are times that changes will certainly be required to fill vacant positions. With this assertion

in mind, I will base on personal experience from my workplace where changes at the finance department failed but that at the public relations succeeded to state that, where there is poor planning for changes, the implications are always devastating.

Reference

Martin, J., & Schmidt, C. (2010). How to keep your top talent. *Harvard Business Review*, 88(5), 54-61.