

Hrm 532



**ASSIGN
BUSTER**

Calvin Fields Talent Management Assignment 1 HRM 532 Dr.

James Anderson They Can Do It Discuss how the leadership at Home Depot intended to use its organizational talent to gain a competitive advantage in the Do It Yourself industry. The Home depot use several goods ways to gain a competitive advantage in their market and to maintain it to today??™ s do it yourself type of business. They created a multiple and diverse channels of entry into the organization and developed dedicated programs that build leadership and functional skills. They work hard to attract top talent and then commit supporting that talent while they prepare for upcoming leadership roles.

Discuss the key channels that Home Depot developed for recruiting talent. In the chapter it discusses the key channels that Home Depot use for recruiting talent. The developed talent strategy has been built on meeting retail hiring needs when know one was hiring. Some of the leadership development programs that have been formed to meet the leadership talent needs of the organization, in which Home Depot use to attract top talent and then commits to supporting that talent while they prepare for upcoming leadership roles that include:??? Embedding the enduring importance of human capital to corporate success.??? Internalizing the importance of engaged associates in creating a superior customer experience.

??? Experiencing unprecedented growth in challenging employment markets.??? Acknowledging significant changes in workforce and consumer demographics.??? Understanding that talented associates tend to leave leaders, not companies, and therefore the competency and prepared-ness of

leaders is paramount to ongoing success. free essays on abortion Discuss the critical programs used by Home Depot to keep talent in their pipeline. The Home Depot has been an essential element in preparing new hires in their pipeline to lead effectively. According in the book to Silzer & Dowell, say that ??? The Home Depot has many processes for managing and optimizing its leadership talent, including that:??? Dedicated leadership pipeline programs that bring external talent into the company and accelerate their readiness to lead.

??? Leadership pipeline programs helps to create future management talent by explaining what changes in time application, skills and work values are essential for making the transition from one leadership stage to the next.??? A world-class development program for High Potentials is used to identify future leadership from within current talent.??? A comprehensive, mandatory leadership curriculum that provides a road map for success in the first six months of a leader??™s job.??? Annual 360-degree assessments for all leaders at the manager level and above to provide timely feedback for improvement.??? A semiannual enterprisewide talent review process that ensures that all talent is reviewed. Discuss three lessons learned by Home Depot related to talent management. The Home Depot is dedicated to a greater customer experience and they recognize the importance of having talented staff and great leaders in their stores.

They learned about the important areas of talent channels and pipeline programs. In which can differentiate from other employers some of the lessons learned are: The more channels you have, the more likely talent continues to flow toward you in tight markets by you. It is crucial to have

clear communication on what it means to work for your company. The Third is that success starts when associates are hired.