

# Talent Management Accelerator

Measure the effectiveness of your talent management programs.

**i4cp research has shown that talent management (TM) plays a critical role in achieving organizational high performance,**

yet it continues to be a difficult-to-implement concept. It's nearly impossible to make human capital improvements that impact the organization without collecting the right metrics, but many companies spend their limited resources on measuring efficiency and compliance. These measurements, while interesting, are not compelling to managers and leaders.



INSTITUTE FOR  
CORPORATE PRODUCTIVITY  
*Peers. Research. Tools. Technology.*

## Learn from others, grow your network and solve pressing organizational issues.

In this unique nine-month program, Accelerator members will work together to solve some of the biggest challenges in measuring the effectiveness of talent management initiatives through a combination of guest speakers, member presentations and interactive discussions.

### Focus

This 2010 program will concentrate on four effectiveness measures:

#### Quality of Hire

Is the organization attracting and retaining the needed talent to properly execute the business strategy?

#### Quality of Movement

When an employee is shifted within the organization, what is the success rate?

#### Quality of Separation

Who is leaving the organization? Is it the organization losing key talent? Is the termination rate a problem?

#### Time to Full Productivity

How long does it take to master a new role and become productive within the organization?

An in-person networking and kick-off meeting is tentatively scheduled for late March. This nine-month program requires approximately 40-hour of commitment per member company.

### Benefits

#### Collaborate with your peers in an exclusive, limited-capacity group

To achieve the highest level of customization and interaction, the Accelerator is limited to 15 participants who are focused on the same issue. Join members from such companies as Qualcomm, The Federal Reserve and Pratt & Whitney.

#### Get the proprietary research you need

Provide input into i4cp's upcoming study on talent management and metrics, and be among the first to access the interactive results.

#### Audit your organization

Compare your company's talent management capabilities to other high-performance organizations and industry peers.

#### Work with talent management experts

Beyond your peers, work side by side with i4cp's TM research director – a former practitioner – and hear from a variety of expert speakers in a combination of virtual and in-person meetings.

**“Through i4cp’s Accelerator program, P&W has gained valuable insight into the best and next practices high-performance organizations use to ensure talent management contributes to improved business performance.”**

– Beth Frechette, Pratt & Whitney

**Limited membership closes March 15, 2010.**

Vendors and consultants are not permitted to participate.