

OI Partners – Talent Management Mission Objectives.

Happy New Year all – thanks so much for participating with Mary Ann and me in the Talent Management Division development work. In order that we are all on the same wave-length for tomorrow's teleconference, I am attaching two documents which should help us focus for our meeting tomorrow:

- SHRM – Talent Management wheel, which we discussed briefly at the San Francisco partners meeting; and
- A recent Conference Board article (executive summary) on Talent Management value imperatives.

As a final point, I want to reconfirm with all of you, our general mission, as outlined by our uber-lieder, Herr Schoonover. Mary Ann and I have refined our mission objectives a bit, but we need your collective wisdom to confirm them. They are:

- a. Define our terms – what does Talent Management really mean?**
- b. Clarify the OI services within the TM ambit – there is a SHRM model which we reviewed in San Francisco, but it is way too broad.**
- c. Determine (thru some customer surveys-conversations) what our customers mean by TM (and what do they buy!)**
- d. We then need to build some models which we and our OI partners can replicate and deliver.**
- e. Finally – we want to see if we can assess the ROI impact of TM investment,**
- f. THEN – What can We as OI Partner Firms sell – working with the major account initiatives and our sales superstars.**

We look forward to our first TM teleconference tomorrow at 10 AM EST.

Cheers,

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