

Guide to talent planning for middle market CEOs

The best-performing companies tend to have the best people working for them. Research from the National Center for the Middle Market (NCMM) confirms that the performance of a company is closely linked to the caliber of its talent.

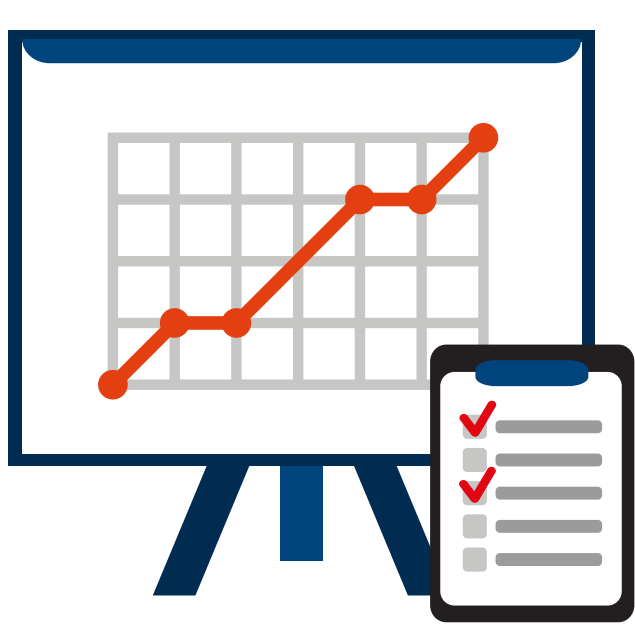


What is talent planning?

Talent planning is an overarching strategy that encompasses how an organization plans for having the talent it needs in critical positions both today and in the future.



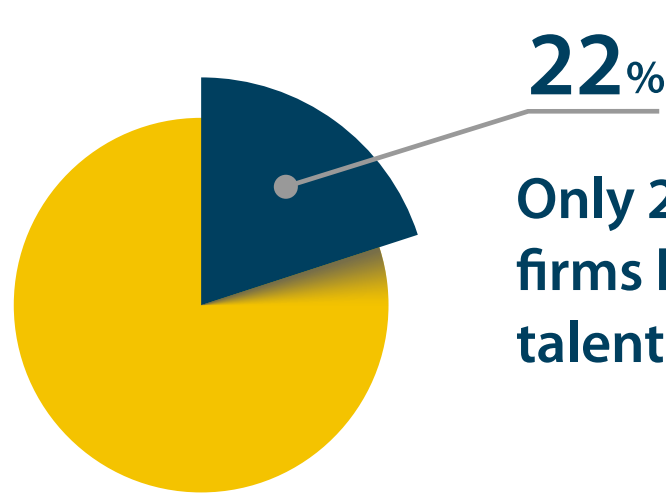
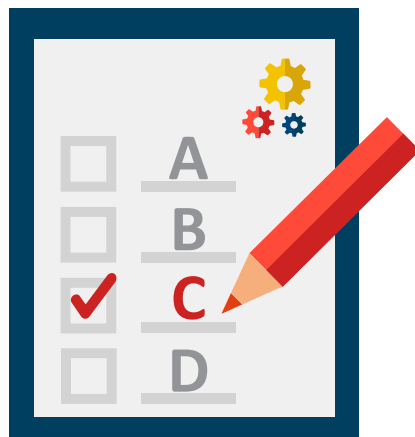
Why is talent planning important?



Talent planning has a strong correlation with revenue growth. Companies with an annual revenue growth of 10% or more are significantly more likely than slower-growing organizations to say they perform very or extremely well at talent-planning initiatives.

How do other businesses do at talent planning?

More than **40% of middle market organizations give themselves a grade of "C" or lower** for their talent-planning efforts.



22%
Only 22% of middle market firms have a formalized talent-planning process.

How can I improve my company's talent planning?

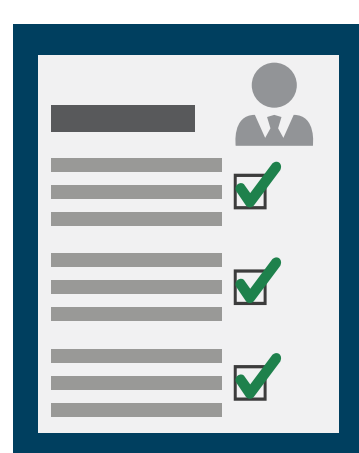


Identify your high-potential people

High potential is an indicator of likely future value to the organization.

Assess and build your bench strength

Understanding who your critical players are is necessary to make sure you have a steady stream of people ready to take over for a critical player if/when the need arises.

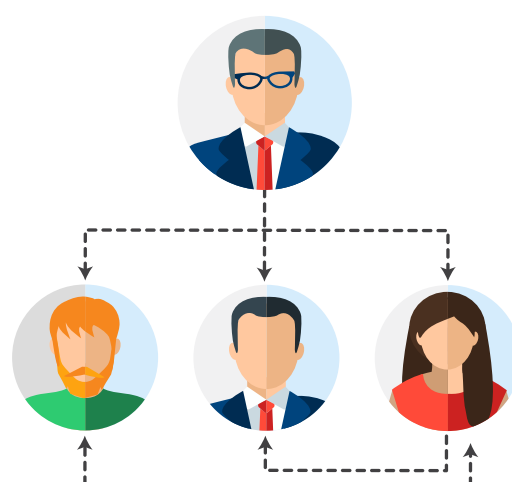


Commit to performance management

Make sure performance management is fundamental to your business model. Pay as much attention to it as you do financial planning.

Take stock of your human capital

Gain an in-depth understanding of who's on your team and what capabilities they have, to use your human capital more strategically, make smarter resource decisions, and build stronger teams.



Use the ABLE Framework

- Align talent strategy with corporate strategy.
- Build sufficient processes to ensure systematic talent-planning efforts.
- Lead by example and involve leadership in the process.
- Engage employees in talent planning and ensure they recognize the value of the process.