# Enhancing your
# **internal capability**

Talent is a critical success factor for every business. So how do you identify, engage and support the best talent to ensure you're in the best possible position to achieve your business goals?

Our research methodology is systematic and data-led, giving you a clearer picture of your internal and external talent landscape through:

**Talent Mapping** – Quantitative research and intelligence gathered on a local, national or global scale

**Talent Pipelining** – Creating talent pools to build capability and support workforce planning initiatives.

Armed with these insights, you can empower your decision-making, establish global and local talent pools and create strong succession pipelines.

## Key benefits

• Identify hard to find skills

• Create a more diverse workforce

• Perform sensitive and confidential talent searches

• Maintain ownership of your data for future recruitment

• Cost-effective recruitment

**Talent solutions and intelligence**

# Enhancing your
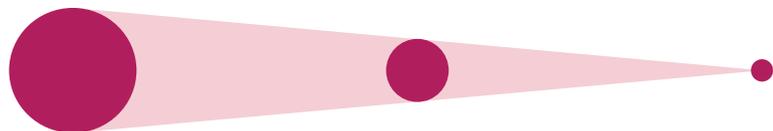# internal capability

## Delivering results

An international property services organisation was experiencing high growth which involved expansion into new markets. As a result of restructuring, key people risks were identified including the strength of internal succession pipelines and knowledge of external talent aligned to their strategy.

Mercer | Evolve was engaged to help the Executive Leadership Team (ELT) understand:

• How talent from direct competitors compared with internal talent

• What new sources of talent should be explored

• How current leaders compared with the external talent pool

• Which individuals were most aligned to their future strategy

Based on extensive research and insights, the organisation was able to make strategic data-driven decisions relating to succession and talent acquisition. This led to the appointment of a high potential internal candidate and a game changing external appointment from a previously untapped source of talent. Our research also highlighted industry talent trends and provided intelligence that is being leveraged for further talent management activities.

**Talent Mapping Status Overview**

Total Talent Map          Recommended Profile Targets          Talent Profiles

**MERCER** | **EVOLVE**