

## Strategic talent: understanding it and finding it

**Simon Haben, Group Talent Director, Royal Mail**

This session will look at what we mean by strategic talent in the first place. Is an organisation simply looking to find the people with high potential or is it looking to locate and utilise those people who will really make a big difference to the future? The session will explore different types of talent and how all of these can be harnessed for organisational benefit. It shows how talent can increase its importance on the Exec agenda.

The second component will examine ways of getting to understand the organisation's strategy and how to determine the talent needs for the medium and long term. There are useful models that can be used for this and examples will be given of where this has had a positive outcome, and how these can be used to promote both the talent and HR agenda as a whole.

The third element will talk about different ways of identifying talent at different levels and how potential should be differentiated from performance in both talent identification for an existing employee but also when considering external hires.

The fourth and final element will discuss different ways of utilising talent and how both organisations and individuals need to create flexible paths for development, but have some clear aims in mind.

This session will therefore provide people with some examples of how talent can be managed, but at the same time look at how it can be pushed further up a busy executive's agenda, adding to the strategic HR agenda.