

We all need to feel that we are listened to, understood and valued in our roles to achieve our maximum potential. Whether you are someone who is a reliable key contributor, someone who needs support to be able to reach your potential or someone exceeding expectations who is ready for a step change. Talent Management is about considering everyone as an individual and the development that is right for them and making them feel rewarded and able to do a good job within our NHS.

What is Talent Management?



Please go to the NHS Talent Management Hub for further supportive tools and resources.

<http://www.leadershipacademy.nhs.uk/talent>

What is Talent Management?

Talent Management (TM) represents organisations' efforts to attract, develop and retain skilled and valuable employees. Its goal is to have people with the capabilities, commitment and behaviours needed for current and future organisational success.

This means making sure we have:

1

The right people, in the right roles, with the right values

2

With access to the right opportunities, exposure, stretch and development to reach their potential

3

Whether this be in their current role, or for a future role

The key element to any successful TM approach in maximising an individual's potential is when managers and staff are able to have open and constructive conversations around their potential; where they are now, where they want to be, and how to be supported to get there.

Who is Talent Management for?

Talent Management should consider all individuals in an organisation. It should cover the development they require, the value they bring, and the position(s) that best suit their skills currently and into the future within an organisation and/or elsewhere in their career journey. Talent and career development and maximising their potential is necessary for the retention of employees no matter what their seniority and position within the organisation.

“the right people... the right roles”

