

**SI IPL HR**

**Service Brief**

**Talent  
Management System**

Talent management implies recognizing a person's inherent skills, traits, personality and offering him a matching job. Every person has a unique talent that suits a particular job profile and any other position will cause discomfort. Effective talent management will help improve the organization's succession planning, bring about focused leadership and improve retentions levels and training activities.

SI IPL offers a talent management system that will help an organization to effectively recognize, attract, select and retain talent and manage succession and change the organization culture.

Customer need	In an organization, there is nothing more crucial than fitting the right employee in the right position. Talent management enables the organization to be performance oriented by improving its ability to hire and retain skilled talent, increase the level of employee contribution and reduce staff turnover.
How SI IPL can help	SI IPL can help organizations in their talent acquisition process (Job requisition & search, interview and offer), induction process, resource allocation framework and work unit definition and reporting.
Scope and Deliverables	<ul style="list-style-type: none"> <li>- Processes (pre-employment, employment, termination)</li> <li>- Templates</li> <li>- Measures</li> </ul>
Customer responsibility	<ul style="list-style-type: none"> <li>- Recruitment policies</li> <li>- Training and development policies</li> <li>- Current Performance Management model</li> <li>- Access to key decision makers</li> </ul>
Engagement approach	<p>SI IPL uses a combination of ½ day workshops followed by workouts to expedite the process. This needs decision maker involvement for these sessions which can last upto 3-5 business days spread over 2 weeks.</p> <p>SI IPL does the basic draft documentation if required or simply does the review of the document thereby offering the customer a choice of price points for the effort. The model provides for 2 iterative reviews to close out the effort.</p>
Special Services (Optional)	
Service Reference	SI IPL-HR-TMS/2009-2
Pricing	On request
Additional information	For a complete range of SI IPL Services, please visit <a href="http://www.siiplconsulting.com">www.siiplconsulting.com</a> or email us at <a href="mailto:inquiries@siiplconsulting.com">inquiries@siiplconsulting.com</a>

**strategicinterventions India Private Limited**  
**Your Creative Business Catalyst**

**About Strategic Interventions India Private Limited**

Strategic Interventions India Private Limited (SI IPL) is a business and operations advisory firm that is positioned as an organizational catalyst. Incorporated in 2003, it has worked with more than 50 customers from India, US and Singapore on various business, functional and domain aspects in select industry verticals such as manufacturing, healthcare, financial services, ICT & Education, Infrastructure and Retail.

SI IPL specializes in offering growth and change management consulting through its business life cycle services, functional problem solving through functional life cycle services, business transformation and outsourcing through its business transformation services and offers Executive coaching services through its Executive focus services as well. SI IPL projects typically span 6-36 months with clearly laid out milestones and deliverables. All SI IPL engagements involve ongoing knowledge transfer and training to maximize benefit to customers.

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