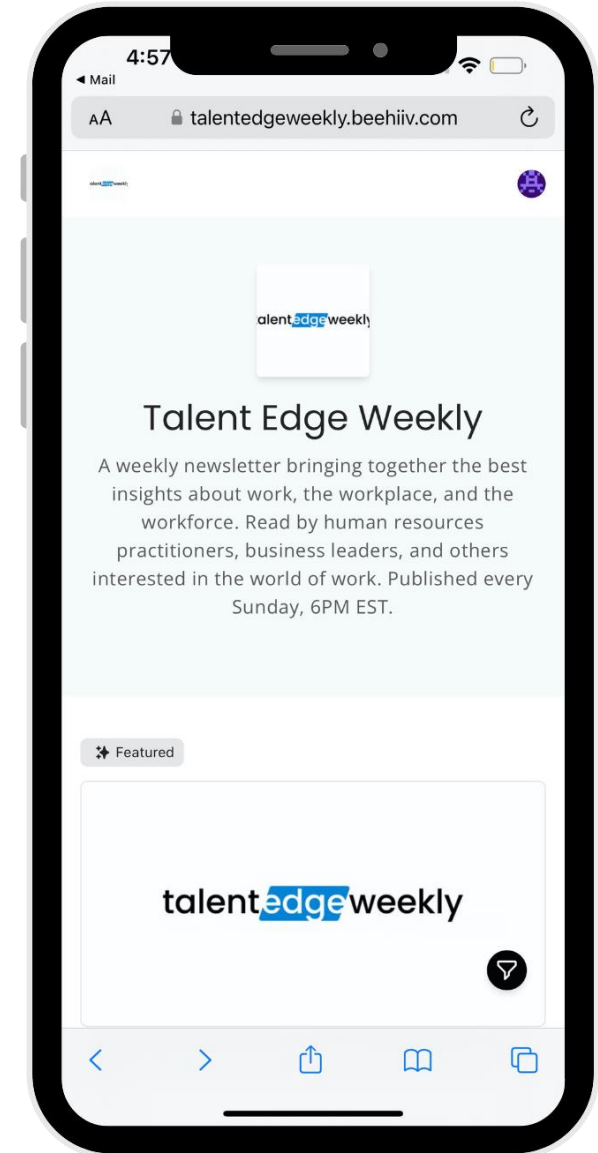


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# Talent Strategies Template

This template shows 11 talent strategies that could be used to help meet an organization's talent needs. Review the 11 strategies to determine which **mix** of them you will use for a given situation. The third column can be used to insert high-level notes regarding your plan. **Before completing this worksheet**, you may want to **a)** define 2-3 business scenarios your firm may face (e.g., 15% growth in China), **b)** identify the talent implications of each scenario, and then **c)** define the mix of talent strategies that could be employed to address the talent implications of each scenario.

| Talent Strategy                               | Description   | Short-statement to describe your plan |
|---|---|---------------------------------------|
| <b>Upskill</b>                                | Enhance existing or adjacent skills   |                                       |
| <b>Reskill</b>                                | Develop new skills to pivot from an expiring skill set toward an in-demand one  |                                       |
| <b>Hire</b>                                   | Acquiring skills by hiring individuals (full- or part-time, internal or external to the organization) on an ongoing basis who work primarily for the organization |                                       |
| <b>Acqui-Hire</b>                             | Acquiring skills through an acquisition   |                                       |
| <b>Outsource</b>                              | Pay external partners to perform skills on a contingent or contractual basis  |                                       |
| <b>Contingent Talent</b>                      | Acquiring skills for a defined period; individuals may work with one or multiple organizations  |                                       |
| <b>Use Rotations or temporary assignments</b> | Move existing employees with needed skills on a short-term, time-bound basis to new roles or teams  |                                       |
| <b>Form external partnerships</b>             | Temporarily hiring workers from an external organization that currently has less need for those skills  |                                       |
| <b>Automate/Augment</b>                       | Develop or purchase technology to supply skills   |                                       |
| <b>Redeploy</b>                               | Move existing employees with needed skills to new roles or teams  |                                       |
| <b>Redesign Work</b>                          | Change structure, workflows, role designs and networks so existing (or accessible) talent can more effectively perform work requiring needed skills               |                                       |

# Other Resources



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