

The Pitcairn Partners Newsletter

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Welcome to the First Issue of Talenter News!

We are proud to launch the first issue of our newsletter “**Talenter News**”

In it we highlight the need to align business and talent strategies with organizational capabilities.

Ensure that your plans incorporate the talent needed to deploy and execute the enterprise’s most critical strategies!

Aligning Business and Talent Strategies

It is not uncommon for executives and organizations to realize they have significant “talent gaps” after they are well into the deployment of their business strategies. We have heard and seen such stories in different industries and business segments.

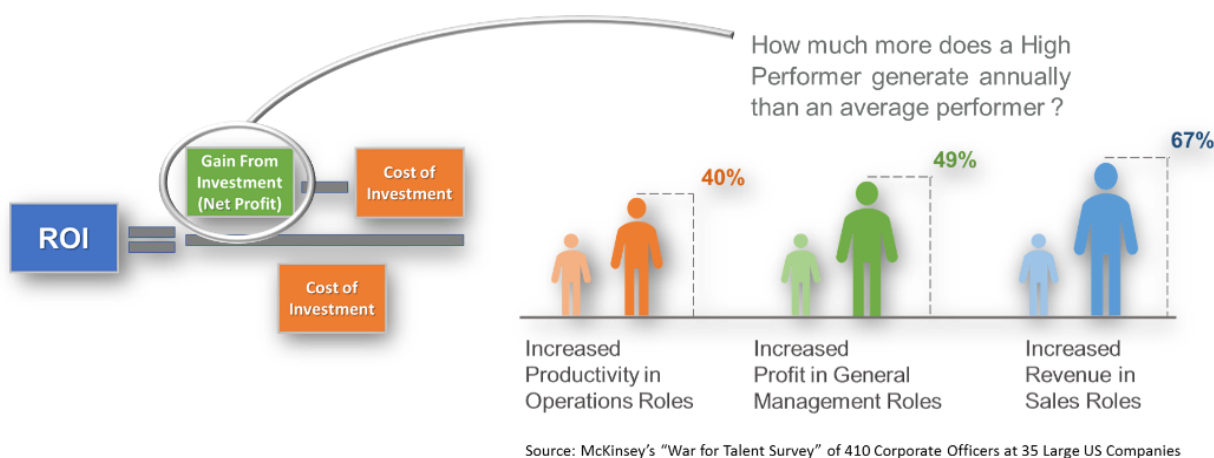
A Talent Review Program is an excellent tool to uncover both hidden gems that can become strong drivers of your business strategy or reveal competency gaps that require focused investments.

At times, competencies can be developed on the go as business plans are deployed. In many cases, however, the complexity and time required to develop lacking competencies will favor talent acquisition.

Here is how we can help:

- *Identify Business Goals potentially requiring talent investments. Identify specific skills and competences necessary to achieve objectives.*
- *Understand Organizational Capabilities and determine if you have the necessary talent on board. Check your inventory.*
- *Communicate thoroughly to obtain clarity and engagement towards your business strategy. Include anticipated organizational changes.*

Talent Acquisition ROI - Securing Business Results



It’s remarkable how much of a productivity kicker an organization gets from top talent. According to McKinsey, a recent study of more than 600,000 researchers, entertainers, politicians, and athletes found that high performers are 400 percent more productive than average ones.

Studies of businesses not only show similar results but also reveal that the gap rises with a job’s complexity. In highly complex occupations, (like the information-and interaction-intensive work of managers) high performers are an astounding 800 percent more productive.

This all translates into improved business results in terms of additional revenues and profitability.

Here is how we can help:

By transforming the way that you acquire talent and hire your leaders, you will see outcomes like:

- *Stronger core teams that deliver better business results.*
- *People that understand and are ready to initiate and execute your business strategy, addressing the challenges head-on.*

Meet the Team



Walter Baker Claudio Miers Thomas Short Kristi Thompson

Responding with agility to changing business and market forces and addressing your business plans with a sense of urgency, Pitcairn Partners is equipped to help.

We are ready and able to work with you to ensure you have the right talent on board to deliver your business goals.