

## Consultants in Talent Management

Intangible assets now constitute 70% of a company's value (up from 20% in 1980); the term "war for talent" isn't just a left-over legacy of the dot.com era but a harsh reality of today's global business environment.

62% of senior human resource managers worry about company-wide talent shortages and 75% say attracting and retaining talent is #1 priority.

Couple this with fiercely intensifying global competition and reports that 83% of employees are likely in the job market; company executives surely have a fight on their hands to attract, retain and engage the commitment of this era's talent warriors.



### Talent Strategies

High performers are 40% more productive than their peers. The best general managers bring in 49% more profit; high performing sales people secure 67% more sales revenue than average. Good people are great for business. Yet over 50% of surveyed CEOs and Senior HR executives report that senior managers don't spend enough high-quality time on talent management and that line managers are insufficiently committed to people development. Charlesmore can help you integrate talent management into your business agenda by building out cogent initiatives that derive from your strategies and deliver tangible performance results that get attention.

### High Commitment Practices

Study after study shows that Total Return to Shareholders (TRS) and employee performance and engagement are inextricably linked through the design and implementation of high commitment work practices.

Attaining a "high commitment" state is far more a journey than a destination, one in which your enterprise produces increasingly strong performance results year-on-year. Charlesmore helps clients build a platform of practices that set standards, develop leadership and organizational competencies, drive performance and create a committed workforce. As a result client companies create highly competent and competitive organizations capable of delivering strong business performance and creating global advantage.

### How We Work

We consider strategic, operational and organizational factors, think across different time and priority horizons and assure an integrative view across functions.

We bring to bear current expertise and knowledge of other industries and best practices; we provide an assessment of readiness to change and what will be needed.

We transfer skills and build the capability to make change happen; we help executive teams make difficult decisions and tradeoffs; we earn trust, but stay independent.

### We Deliver Results, Not Reports