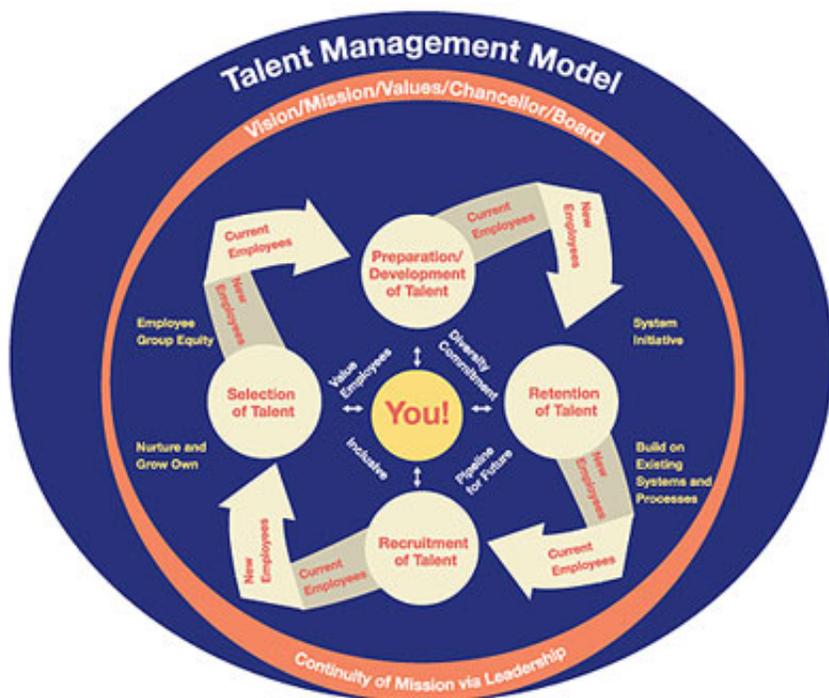


human resources division

HR Professional Development Talent Management

Talent Management

Model



Underlying Assumptions

- Value employees
- Nurture and grow our own employees
- Build a pipeline for the future - talent pools
- Begin at the system level
- Employee group equity
- Commitment to diversity
- Build on existing systems and processes
- Inclusive

FAQ

1. What is the talent management (TM) initiative?

- Talent Management is a deliberate and conscious process of preparing, developing and retaining employees and in the future.
- It is a system-wide initiative that builds a cadre of talent so that when opportunities become available, they are recruited and selected to fit the needs of MCCC.
- TM integrates recruitment, hiring, development and retention into a systematic process that cultivates new

- TM Focuses on investing in the organization's human capital.
2. **What is the rationale behind the initiative--why is this an important topic for Maricopa?**
 - Maricopa needs to address the retiring workforce of boomers, shortage of younger workers and competi
 3. **How do other organizations approach this?**
 - Strategically and methodically by building the business case, reviewing data, assessing impact and develo
 - not been commonly addressed in education but is a major area of focus in all other industries.
 4. **How might this differ from the regular employee professional development programs that are already**
 - It will incorporate current programs with an additional focus on career pathways and organizational needs
 - and succession planning.
 5. **How will employees be selected for inclusion in such a program or how would they make their interest**
 - All employees are included via existing and new programs.
 6. **How can people be involved or learn more about this initiative over time?**
 - There will be regular communications about the Strategy.

Terms

1. **Talent Management** - Talent Management is a deliberate and conscious process of preparing, developing an needs of MCCCCD now and in the future. It is a system-wide initiative that builds a pipeline of talent so that v current and potential employees are recruited and selected to fit the needs of MCCCCD.
2. **Recruitment** - a process of identifying potential employees that fit the values and mission of the organizatio builds on brand and creates a flow of talent into the organization so that the right people are available to sust
3. **Selection** - a process of matching talent with the job profiles and competencies so that the most qualified ind the right person in the right seat in the organization.
4. **Development** - a process that focuses on building on strengths in a planned and strategic approach so that in and be available to move within the organization as positions become available.
5. **Retention** - a process that strategically focuses at maintaining talent in the organization by continuing to enc the investment in the individual is realized over time.
6. **Onboarding** - a process that focuses on engaging a new or existing employee into the organization via orien integration into the culture to maximize their effectiveness and commitment.
7. **Re-recruitment** - a process that strategically works to gain recommitment from key employees in the organi revitalization.
8. **"A" players** - individuals who have self-identified or been identified as those who have the behaviors, skills organization.
9. **"A" positions** - positions in the organization that have a high level of importance due to industry need and/o
10. **Determining Potential** - Not only focusing on what the person has done but identifying high potential indiv employees and those being hired into the organization.
11. **Competency Match** - Once competencies (skills, attitudes, and behaviors that are needed for success in a pc make internal/external hiring and promotional decisions.
12. **Behavioral Based** - Assumption that certain behaviors drive performance. Behaviors help reinforce culture/
13. **Employee Engagement** - An individual's personal attachment to his or her work on both an intellectual and employee engagement relates to what employees think and feel about their job, their leaders and the work en
14. **Tailored Development** - Planning development for individuals based on their needs and future needs of the
15. **Leadership Training Programs** -
 1. **MCCCCD-** [Chair Academy](#), [NILD](#), [WLG](#), [EOLT Programs](#), etc.
 2. **National-** [AACC](#) (Future Leaders, etc.), [American Council on Education Fellows Program](#), [League for I](#)

[Education](#), etc.

Resources

Rothwell, W. J., Jackson, R.D., Knight, S.C. & Lindholm, J.E. (2005). Career Planning and Succession Planning

Fulmer, R.M. and Conger, J.A. (2004). Growing your Company's Leaders. AMACOM, New York.