

WEBINAR

5 Simple Steps to Get Better People On Your Team



Scott L. Mitchell
Chair, OCEG & Project: Risk Leader



Karl Kimball
Executive Advisor, TEKsystems
Former SVP, Bank of America

Objectives

- Understand how to plan for your talent needs.
- Understand several effective channels for attracting / hiring talent.
- Understand how to select good partners.

Are you currently looking for talent?

1. Yes
2. No

For which roles?

1. Risk managers
2. Compliance managers
3. Internal audit
4. IT security
5. Other

Introduction

The slide features a dark blue sidebar on the left with three icons: a download icon labeled 'Download Slides', a speech bubble icon labeled 'Ask a Question', and a full screen icon labeled 'Full Screen'. The main content area has a yellow background with a blurred image of a desk. At the top right, the word 'WEBINAR' is written in white. The title '5 Simple Steps to Get Better People On Your Team' is prominently displayed in white. Below the title, two speakers are introduced with their names and titles, each accompanied by a circular portrait photo. The first speaker is Scott L. Mitchell, Chair of OCEG & Project Risk Leader. The second speaker is Karl Kimball, Executive Advisor at TEKsystems and Former SVP at Bank of America.

Download Slides

Ask a Question

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You may ask a question at any time by clicking “Ask a Question”

We will either answer during the live stream or after the session (we look at every single one of these).





If slides (or any other documents) are available, you may get them by clicking “Download slides”

LET'S BEGIN

START

TALENT

“Standard” Talent Management Model



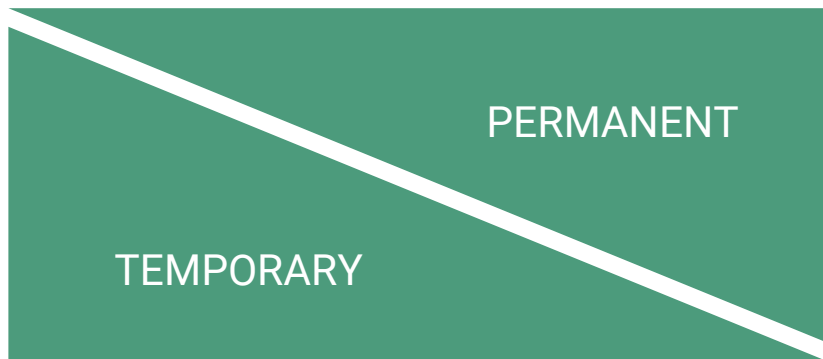
“Standard” Talent Management Model

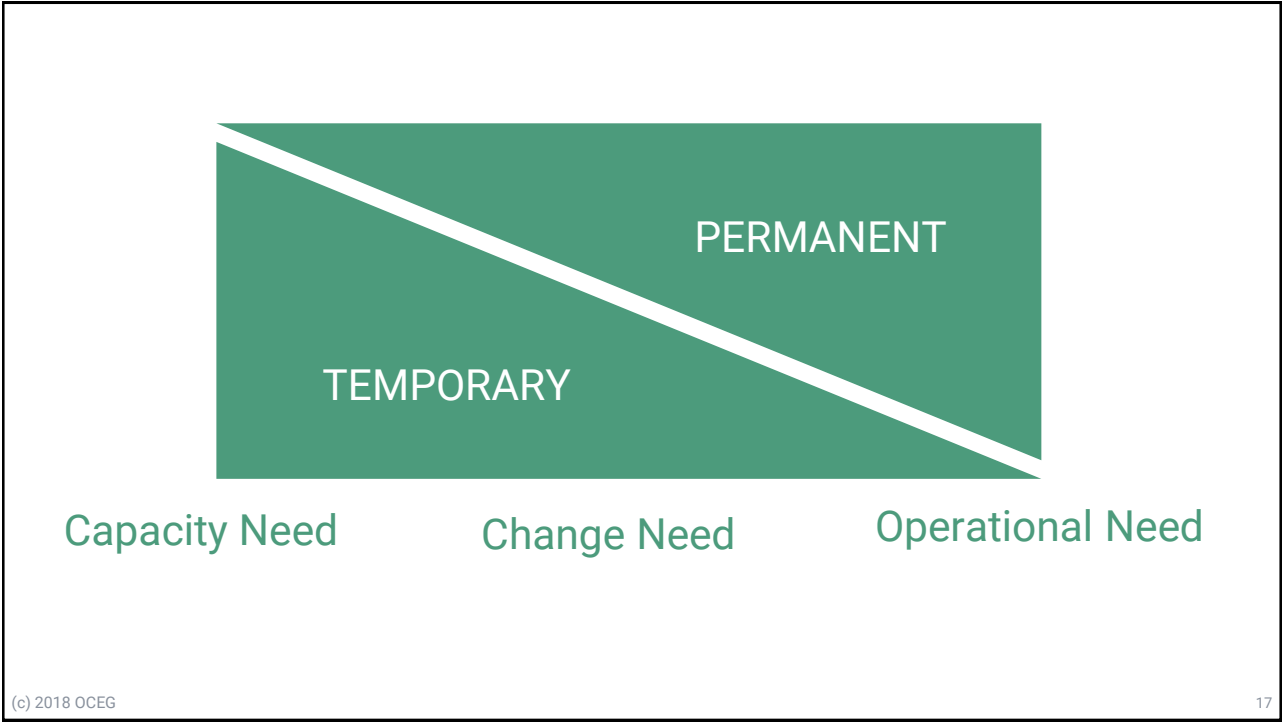


Our focus for today...

PLAN

WHAT IS YOUR NEED?



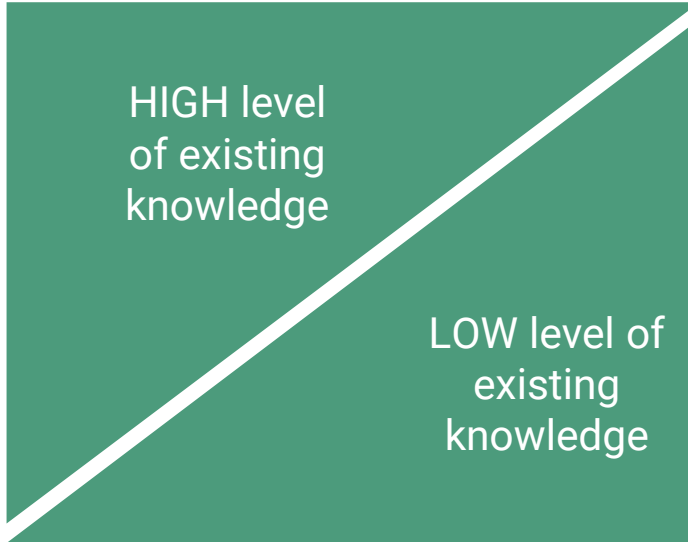


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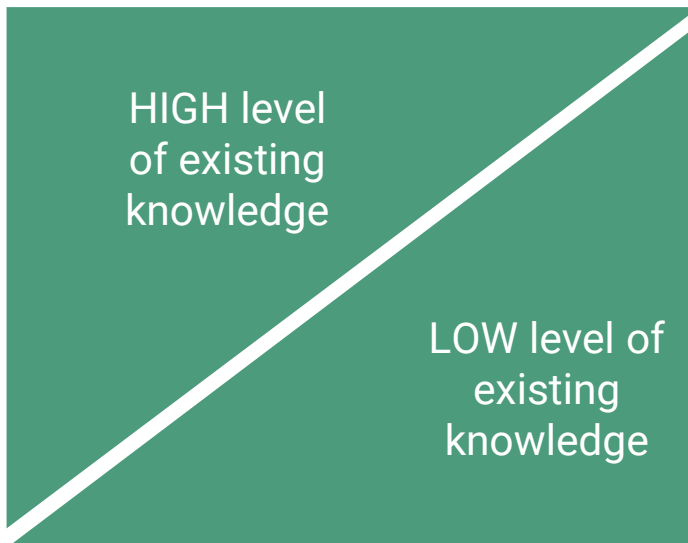
WHAT DO
YOU KNOW?

“We know what we are doing, but just need some more heads and hands to get work done!”



“We know enough to know that we need help in this area!”

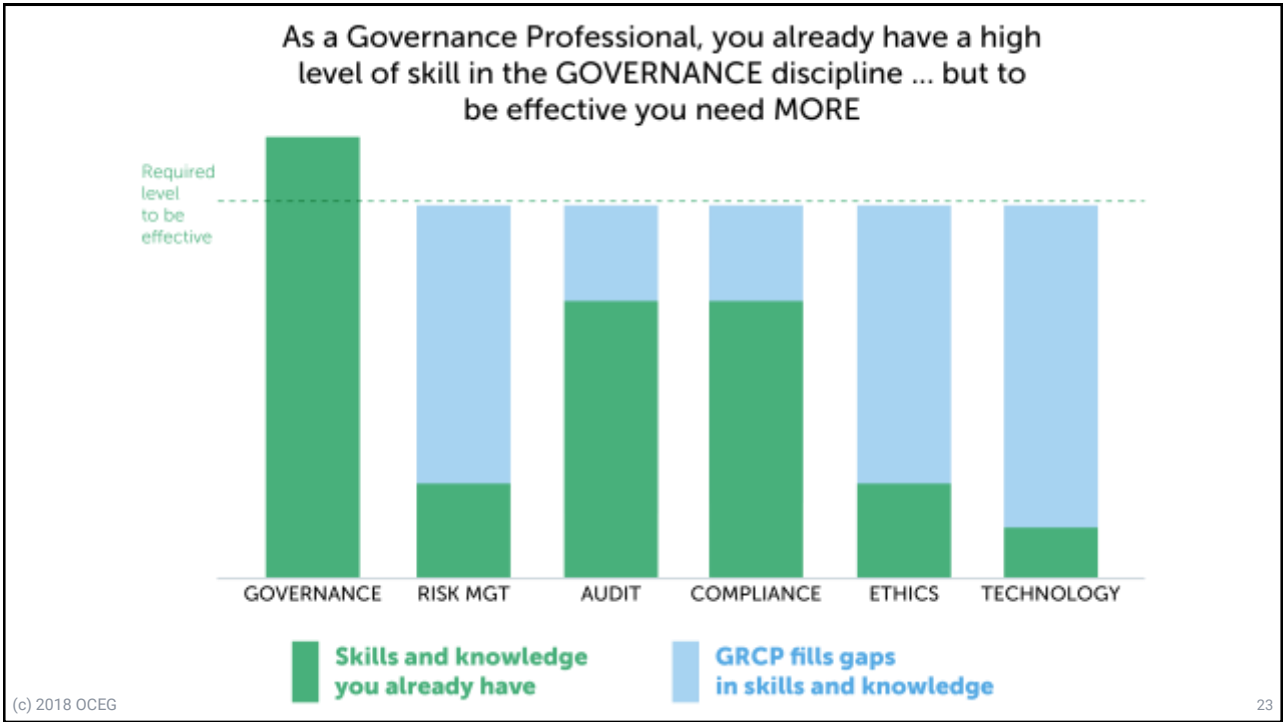
HIGH level of existing knowledge

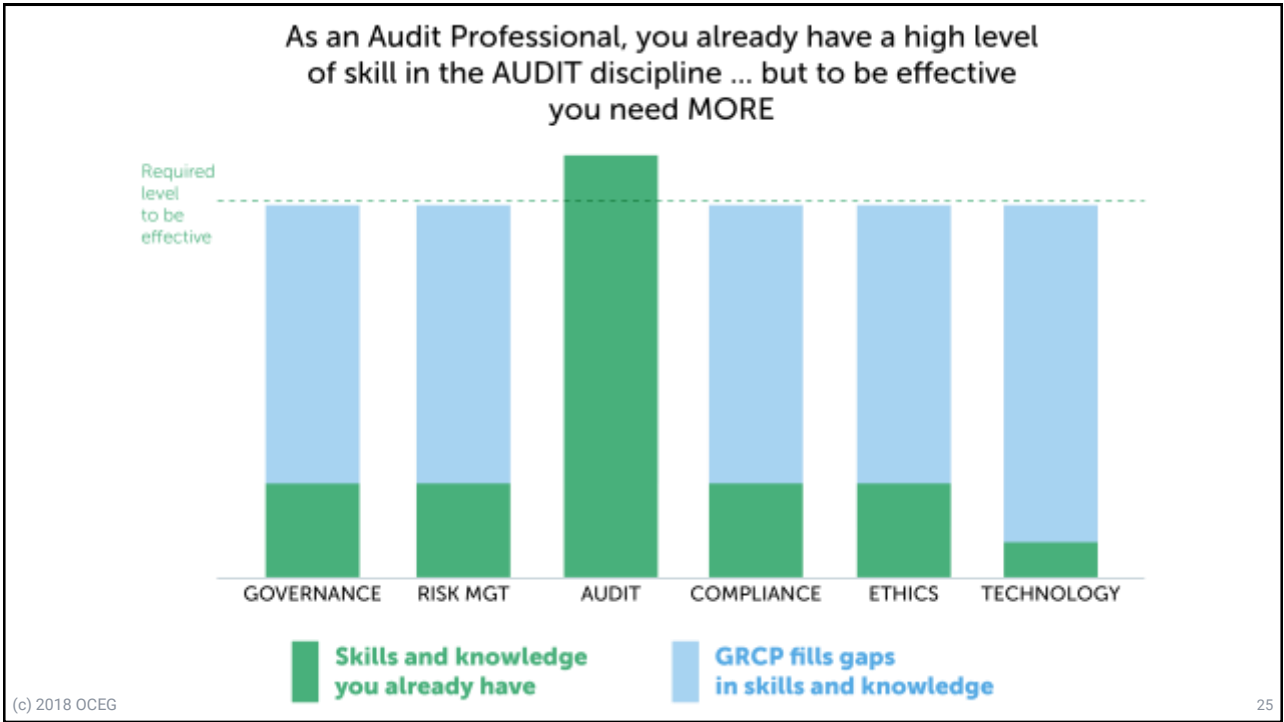


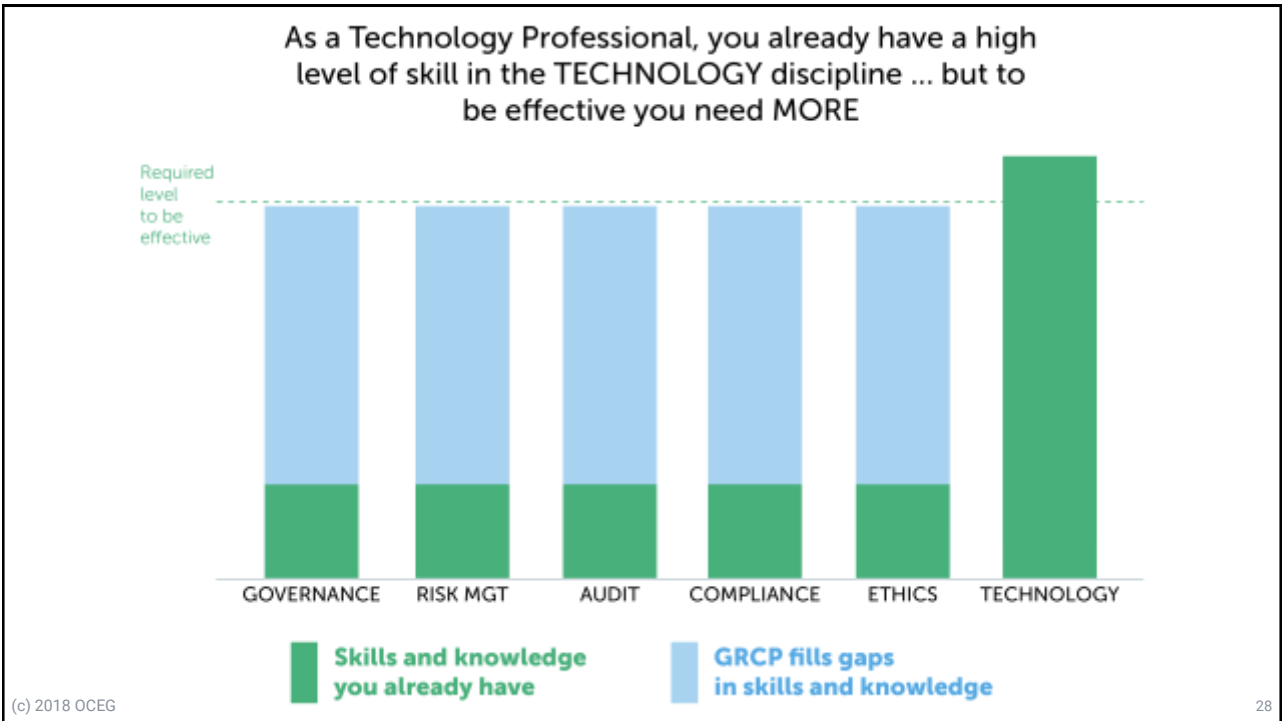
LOW level of existing knowledge

LET'S TALK SKILLS

GRACE-IT SKILLS



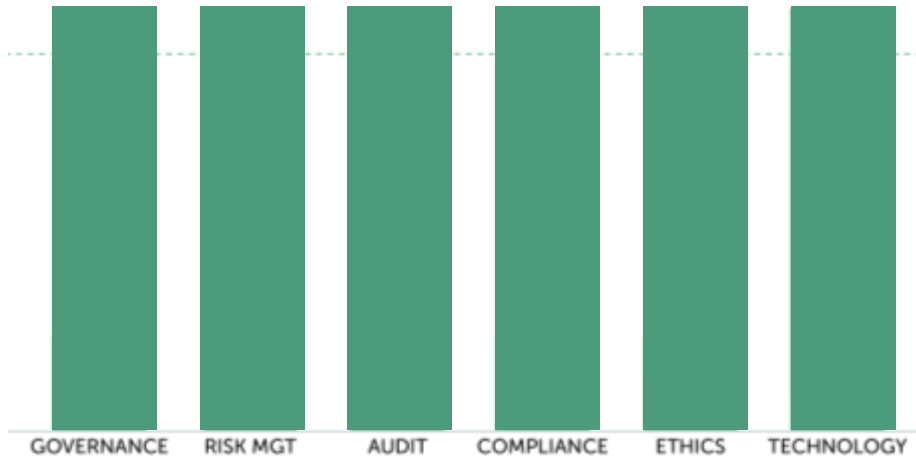




...but that's for an
individual

...a team can be
much, much more!

Highest Levels in ALL Disciplines is only possible via a Well-Designed Team

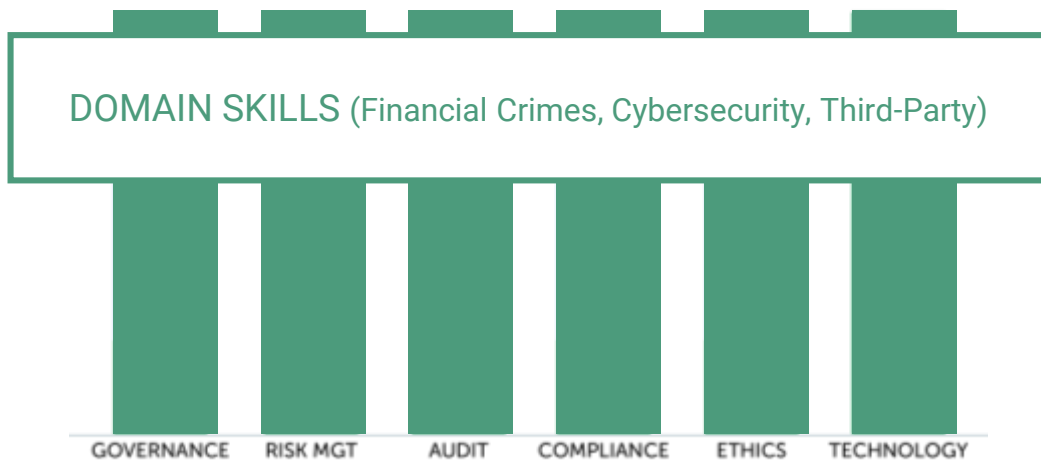


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DOMAIN SKILLS

Highest Levels in ALL Disciplines is only possible via a Well-Designed Team



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Do you have a the right mix of skills?

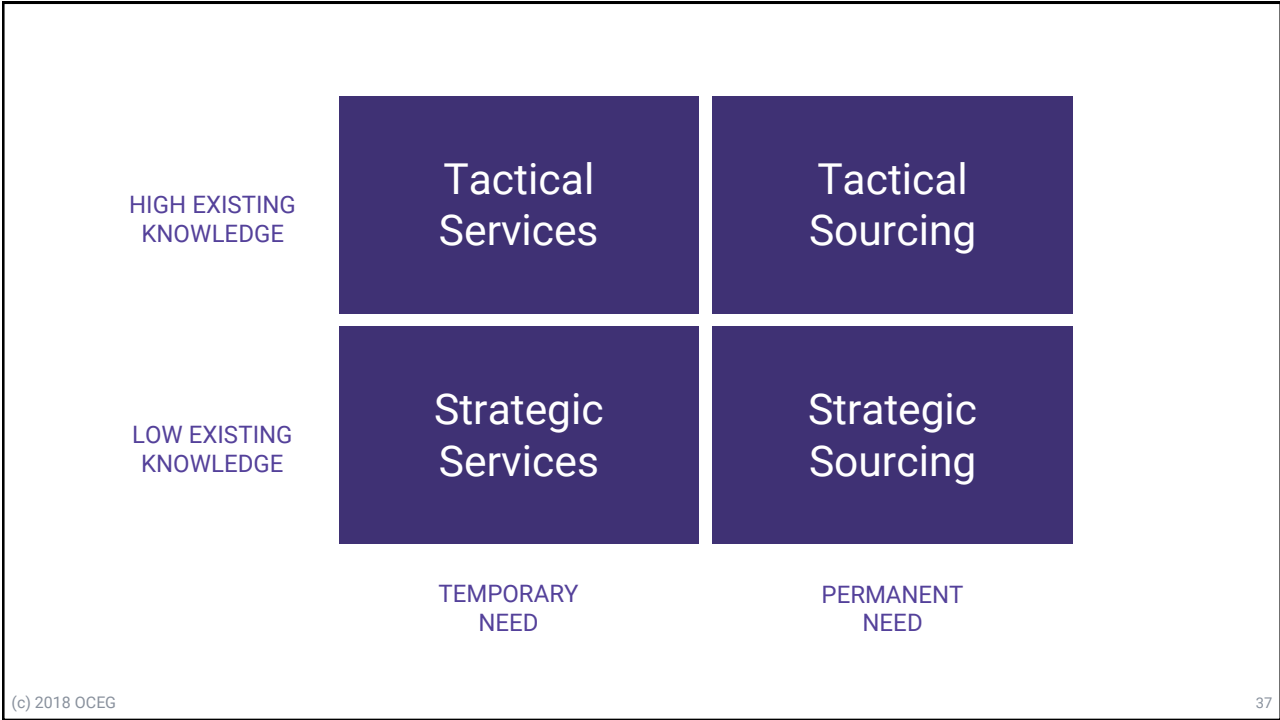
- A. Yes
- B. No
- C. Not sure!

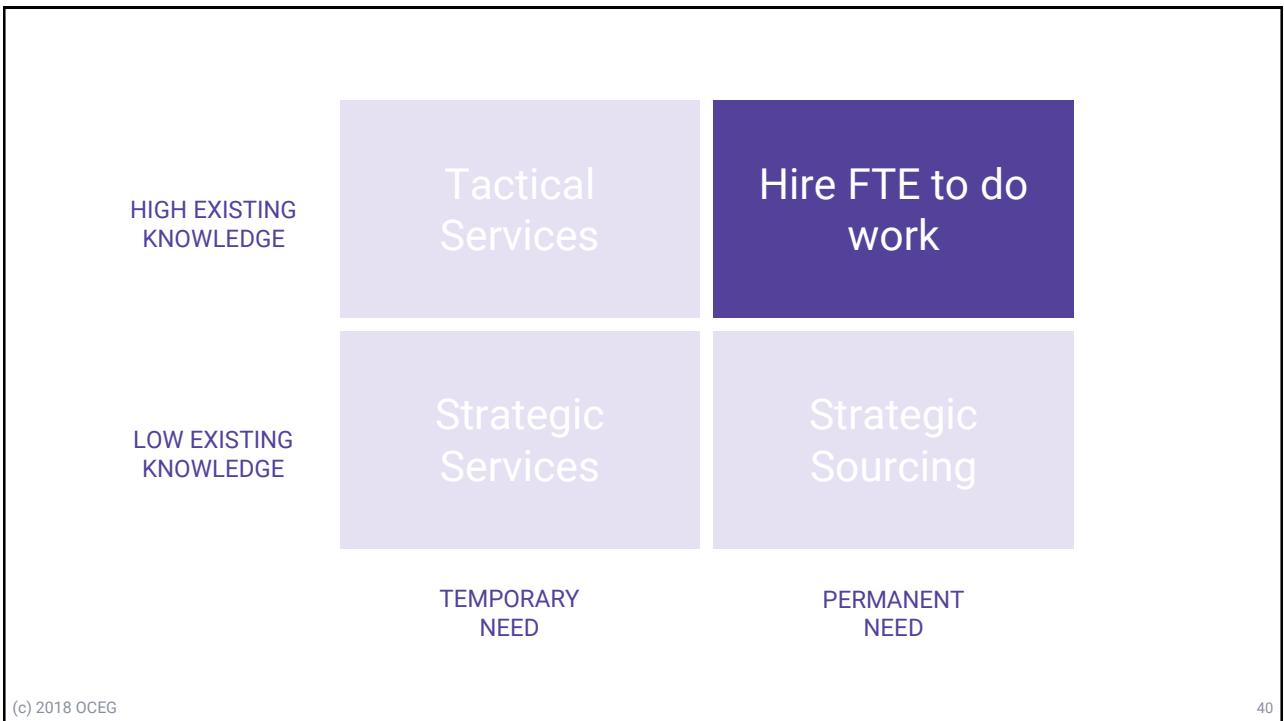
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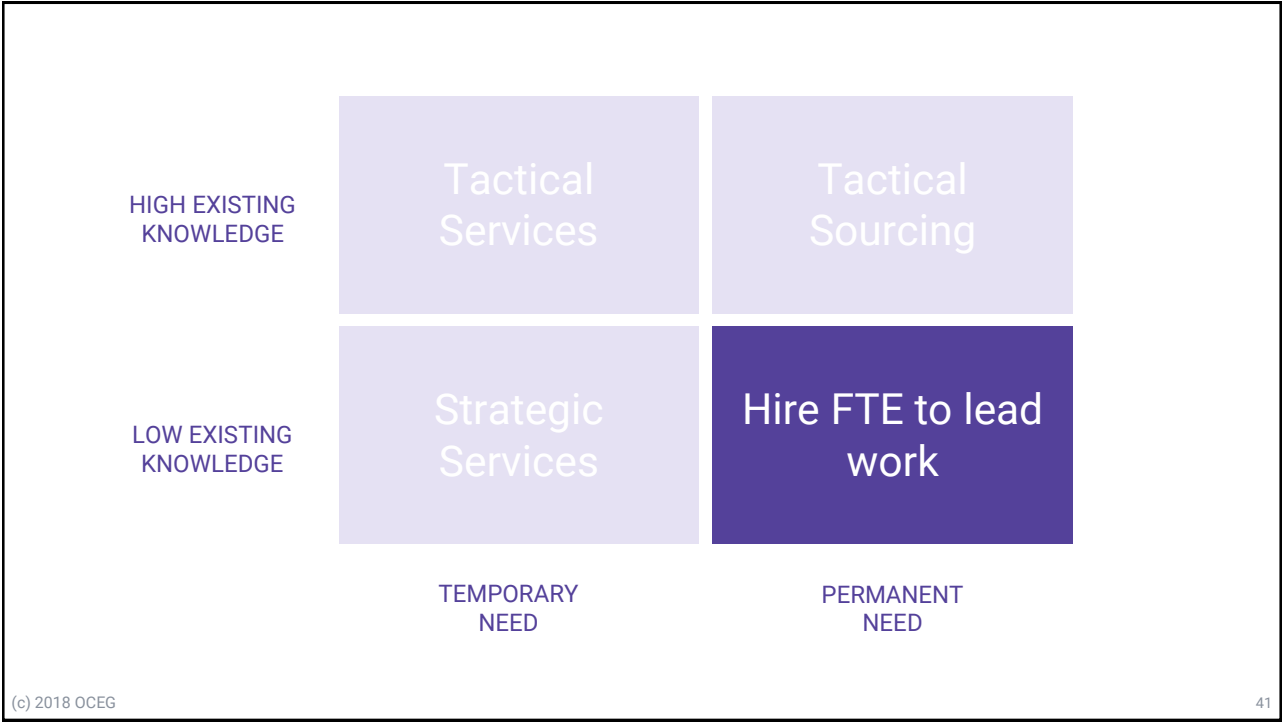
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AQUIRE

PUTTING IT
TOGETHER







Our 5 Simple Steps

Staffing Quality Process



Treat Talent Like
“Customers”

Staffing Quality Process



Market Analytics

Market insight can identify who the top performers are, where you can find them and what it takes to attract them.

Customer Knowledge

Understanding the unique context that drives success in your organization—culture, initiatives and business—enables you to build an employee value proposition (EVP) that top talent find relevant and compelling.

Sourcing Strategy

A referral-based sourcing strategy increases selectivity, speed and effectiveness in finding top talent to meet your specific needs.

Screening and Selection

A thorough screening process filters out unqualified candidates by evaluating candidates for domain skills, technical skills and cultural fit.

Relationship Management

Treat your talent like customers! Drive retention, enhance performance and plan for upcoming workforce needs through consistent development.

Market Analytics

Market insight can identify who the top performers are, where you can find them and what it takes to attract them.



“Customer” Knowledge

You need more than a job title and a rate to stand out.



Customer Knowledge: Importance of an EVP

professionals are more likely to return messages when there are details about the job.

What does an effective EVP include?

- An accurate account of what makes your company unique
- Career details beyond technical tasks
- Candidate success traits
- Opportunities for career growth
- Benefits

Sourcing Strategy

Top talent may not be actively searching, publicly visible or available now.

You can't rely on job boards alone.



Screening and Selection

Bad hires are a waste of time! A thorough screening process filters out unqualified candidates.



Relationship Management

Treat talent like customers! Consistent development, communication and career advancement helps drive performance and retention.



FINDING A GOOD PARTNER

Tips to finding a good consulting partner

- Broad range of skills & experience from industry you are focused in
- Offers good value for projects and outcomes
- Ability to hire resources after the engagement
- You play a part in picking the team members
- Consultants remain throughout the life of the work

Tips to finding a good hiring partner

- Understands the industry landscape
- Ability to understand your challenges, roadmap & culture
- Familiarity with the talent & rates in a local market
- Referral based network
- Quality program designed to properly match talent to your needs
- Provides good value

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