



EMPLOYMENT COMMITTEE- 11 July 2013

TALENT MANAGEMENT PILOT SCHEME

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of Report

1. The purpose of this report is to share with the Committee the development of a pilot talent management scheme within the Council.

Background

2. The People Strategy Board have sought to develop a talent management scheme over the last eighteen months, which supports the Council in retaining and developing the key skills, knowledge and competence required to take the Council forward.
3. An initial paper on the different types of schemes was presented to the People Strategy Board on the 17th January 2012. As an outcome of this schemes within the public sector were explored to ensure that the Council maintains its commitment to equalities, whilst at the same time develops an appropriate and cost effective scheme.

Talent Management

4. A pilot scheme, to be known as 'Aspire', is proposed. The scheme will seek to develop the talent and potential of people required to ensure organisational performance.
5. The scheme will therefore focus upon developing the key skills required to meet the significant change and transformation agenda, and the senior leadership capability and capacity required within the Council, in line with the People Strategy
6. Our approach to talent management must be integrated into the Service Planning, Financial Planning and Workforce Planning process, balancing the demand with supply, and supporting the Council to have the necessary key skills in place to meet the future challenges and agenda.

Pilot

7. It is proposed that a pilot will be run in 3 departments with 4 places being allocated to each. An evaluation exercise will be undertaken on completion of the pilot in order to assess its success.

Process

8. Talent management starts with an assessment of performance, and further discussion about potential and commitment to go forward. The Performance Development Review (PDR) which is undertaken with all staff will be the entry point into the scheme. Managers will undertake the PDR in the normal way and if all performance requirements are met the manager will continue to discuss access to the talent management scheme. Guidance will be prepared to assist the manager in the talent management discussion.
9. If the manager and employee agree a nomination to the talent management scheme this will be put forward to the Assistant Director and Department Management Team (DMT) for consideration and where appropriate approval.
10. DMT together with the HR Business Partner will undertake the evaluation of nominations and recommend who will be allocated a place on the talent management scheme. Where agreement is not reached, the Director will make the final decision. External validation will be provided to support monitoring equality of opportunity.

Review

11. It is suggested that the pilot will be reviewed after six and twelve months, with engagement from the Workers Groups and Trade Unions.

Recommendations

That the pilot of the talent management scheme called 'Aspire' be supported and that a review of the pilot takes place in six months' and twelve months' time.

Background Papers

None.

Circulation under the Local Issues Alert Procedures

None.

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Equal Opportunities Implications

Equality issues arising from this development will be monitored throughout the pilot, including engagement from the Workers Groups. As the PDR process applies to all staff access to the scheme is equitable.