

What Makes A Great Head of Talent?

Our recent webinar, *What Makes A Great Head of Talent*, featured a roster of leadership experts who explored the key attributes and skills that contribute to the making of a great head of talent. If your company is looking to embark on a similar journey, RHR offers the knowledge, experience, and practical strategies to help you achieve excellence with this critical role and all your leadership challenges.

After more than 75 years, RHR remains a pioneer in leadership development and the premier boutique firm in this field. We welcome your interest and look forward to helping you develop your leadership strategy.

To learn more about developing your Talent leadership, contact David Morgenbesser at dmorgenbesser@rhrinternational.com

How RHR Supports Talent

Assessment

Critical Challenges:

- Long term succession planning and high potential identification
- Short term succession planning
- External selection

How We Work with Talent Officers:

- Deliver scalable, validated, and impactful assessments with a globally relevant model
- Integrate client- and role-specific competencies with a work class leadership model
- Partner to help clients make tough choices between competing candidates

Coaching & Development

Critical Challenges:

- Preparing high-potential talent for key roles
- Ensuring optimized performance from leaders
- Building scalable leaders that drive business impact

How We Work with Talent Officers:

- Deliver cohort programs that teach the foundations of scalable leadership
- Customize coaching programs for each leader with stakeholder alignment
- Partner with clients to integrate coaching and development programs into talent strategy

Teams

Critical Challenges:

- Developing high-performing teams with roles and responsibilities aligned on a shared agenda
- Helping leaders learn to give effective feedback and manage team member personalities

How We Work with Talent Officers:

- Assess teams to identify strengths and weaknesses and create actions to accelerate performance
- Facilitate behavior change to create better alignment on goals, decisions, and working together
- Create consistent team development from the C-suite through the organization

Diversity, Inclusion and Belonging

Critical Challenges:

- Creating psychological safety and belonging throughout the organization
- Building inclusive leaders that can shape and drive culture
- Understanding how employees view company culture and belonging

How We Work with Talent Officers:

- Deliver programs that build inclusive leaders, drive behavior change, and have company impact
- Advise leaders managing culture change or DI&B initiatives
- Assess a company's state of belonging and its impact on employee engagement



**We shape leaders;
leaders shape the world.**