

TALENT DEVELOPMENT

THROUGH GM

SELF-ASSESSMENT TOOL



THE RES FORUM GROUNDED BELIEFS CALIBRATOR

In the intricate web of Talent Management and GM, as outlined in our report, two elements continually emerge as foundational pillars. The interest of talent in seizing international opportunities, and the overriding influence of budgetary considerations. This concentrated focus allows organizations to tap into the inherent synergy between attracting top talent and ensuring that financial constraints do not stifle this potential.

Therefore, we have developed the RES Forum Grounded Beliefs Calibrator for you to analyse your organization.

Each statement should be rated on a scale of 1 to 10, where 1 signifies "Strongly Disagree" and 10 stands for "Strongly Agree." This assessment aims to provide clarity on where your organization stands and to illuminate areas of potential improvement.

Please rate your organization on the following statements pertaining to these two dimensions.

TALENT INTERESTED IN TAKING UP OPPORTUNITIES

1. Our organization actively promotes international opportunities to both potential and existing talent.

1	2	3	4	5	6	7	8	9	10
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2. We have witnessed significant interest from our talent pool in taking up global roles and assignments.

1	2	3	4	5	6	7	8	9	10
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3. Our recruitment and internal communication strategies highlight the benefits of international opportunities.

1	2	3	4	5	6	7	8	9	10
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4. Feedback mechanisms are in place to gauge talent's interest and concerns regarding global roles.

1	2	3	4	5	6	7	8	9	10
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5. We continuously innovate our approach to appeal to a broad spectrum of talent interested in global assignments.

1	2	3	4	5	6	7	8	9	10
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BUDGET AS THE KEY DETERMINING FACTOR

6. Our organization has a transparent and detailed budget allocation for global mobility programs.

1	2	3	4	5	6	7	8	9	10
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7. We prioritize ROI calculations when investing in talent management and GM initiatives.

1	2	3	4	5	6	7	8	9	10
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8. Budgetary constraints have directly impacted our GM decisions in the past year.

1	2	3	4	5	6	7	8	9	10
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9. Financial planning and GM strategy are closely interwoven in our organizational operations.

1	2	3	4	5	6	7	8	9	10
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10. We regularly reassess our budget allocation to GM, ensuring alignment with evolving talent management goals.

1	2	3	4	5	6	7	8	9	10
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SCORE ANALYSIS

Tally your scores for each dimension (Questions 1-5 for Talent Interest; Questions 6-10 for Budgetary Factors).

TALENT INTERESTED IN TAKING UP OPPORTUNITIES:

- **5-19: Low Score.** Your organization might be missing out on tapping into talent eager for global roles.

Action: Strengthen internal communication highlighting global opportunities and benefits.

- **20-39: Medium Score.** You have a moderate engagement level, but there's room to increase talent interest.

Action: Consider feedback mechanisms to understand and address potential concerns of talent regarding global roles.

- **40-50: High Score.** Your organization excels in piquing talent interest in global opportunities.

Action: Keep up the good work and continuously innovate to maintain this interest.

BUDGET AS THE KEY DETERMINING FACTOR:

- **5-19: Low Score.** . Budgetary considerations might not be at the forefront of your GM decisions.

Action: Reevaluate the importance of budgeting in GM and invest in transparent financial planning.

- **20-39: Medium Score.** Your organization balances between strategic goals and budget, but a clearer financial strategy could benefit GM.

Action: Prioritize ROI calculations and ensure budgetary considerations are interwoven into GM strategies.

- **40-50: High Score.** Budgetary considerations and GM are in sync in your organization, ensuring effective talent management.

Action: Maintain this alignment and periodically reassess to cater to evolving needs.

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