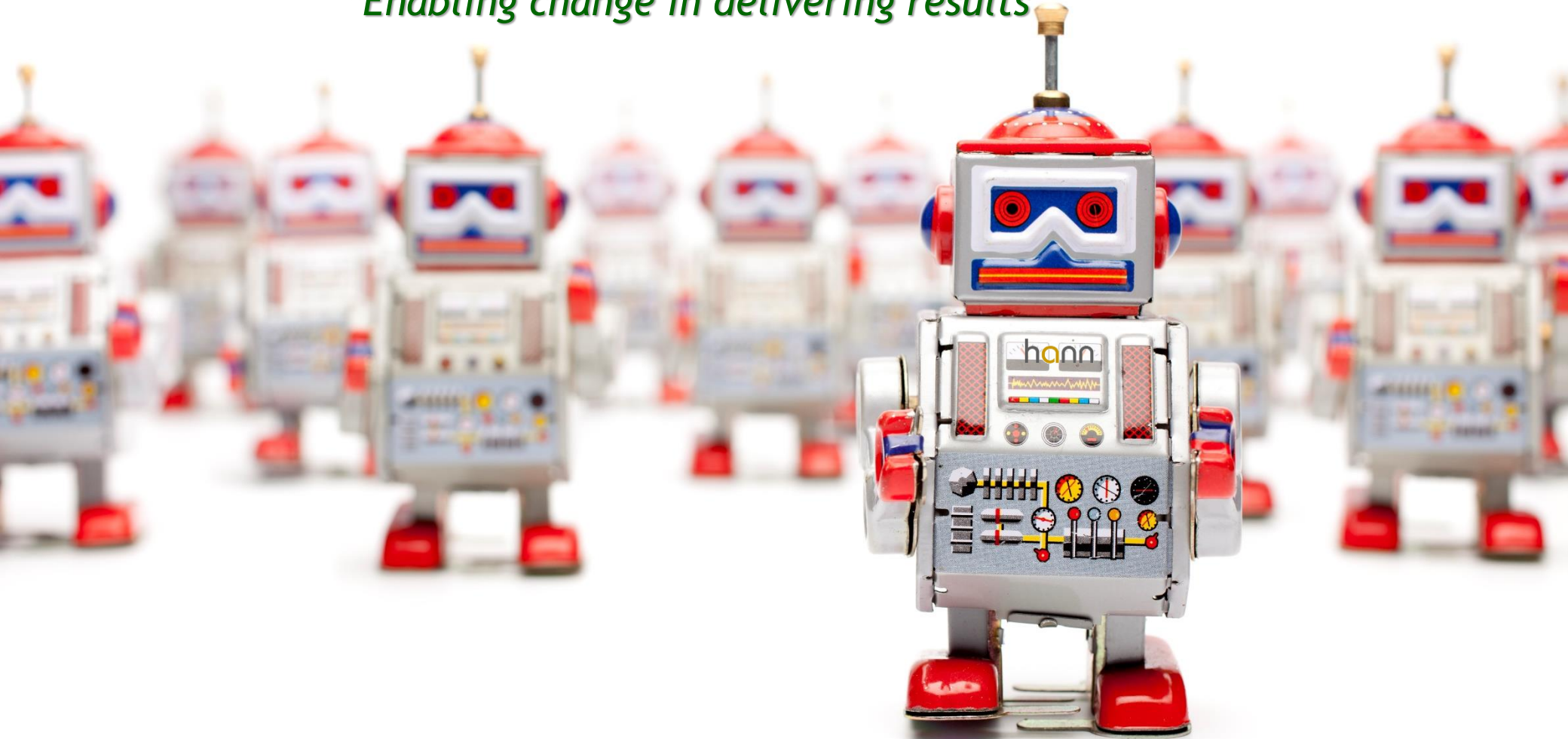


Talent War Program

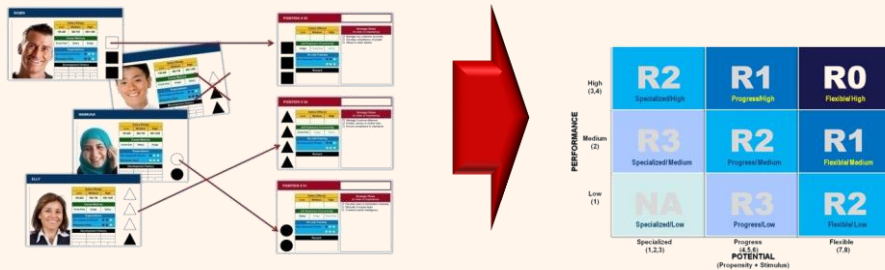
“Enabling change in delivering results”



Talent War Program: what is it?

Talent War is an interactive 1-day program that simulates how talent management decisions & interventions impact business sustainability. Non-HR participants will define organization structure, compete for the right talents and make recruitment, retention, development & compensation decisions to impact business risks & sustainability.

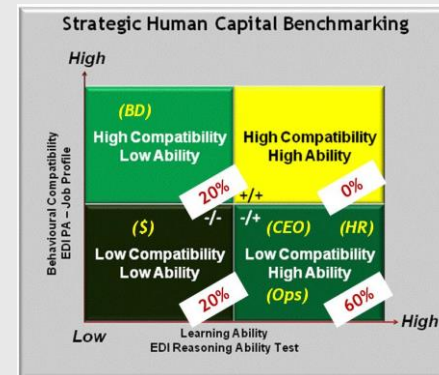
PART A: DIAGNOSE GROWTH SCENARIOS



Part A deals with internal organizational synergy. It simulates a Talent War where different functions work collectively to affect the competitive advantage of their organization.

At the end of this Talent War, the competing teams will generate different growth scenarios due to their hiring, placement & training decisions. How would they diagnose each growth scenario? What could they have done differently with all the given constraints?

PART B: PRESCRIBE INTERVENTION



Part B deals with organizational development skills. It simulates how growth needs of a business scenario can be enhanced via strategic talent intervention. Participants move on to examine the different growth scenarios & prescribe to each a set of talent interventions. Their prescriptions will generate impacts that will be scored to determine the winning team.

Talent War Program: how does it work?

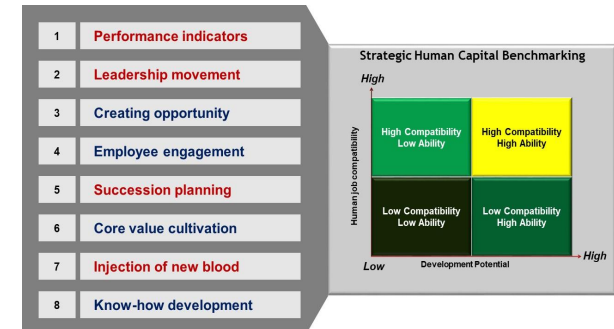
1. Design the organisation

COMPANY <input type="text"/>				
Type of business				
Existing competitive advantage				
Know-How	★	★	★	
Image	★	★	★	
Salary Benchmark	★	★	★	

2. Diagnose the growth capability








3. Prescribe change interventions



Step 1: design the organization

COMPANY

Type of business

Existing competitive advantage

Know-How ★★★★★

Image ★★★★★

Salary Benchmark ★★★★★

POSITION # 40

Salary Offered		
Low	Medium	High

Job Exposure (1st priority)

Know-How	Image	Salary

On-Job-Training

Development Points ■ ■ ■ ■ ■

Remark

Strategic Roles (in order of importance)

☐ Conduct research & development

☐ Ensure compliance to standards

☐ Keep proper documentation

MORRIS

Salary offered:



Salary Range		
Low	Medium	High
1M-4M	5M-7M	8M-10M

Career Motives

Know-How	Image	Salary

Expectations

Development Needs ■ ■ ■ ■ ■

Retention Risk ■ ■ ■ ■ ■

Development History

X	X	X
X	X	X


☑ Participants will set up a company & define its strategic direction.

☑ They will pick from 24 job templates 6-10 key positions to drive the company.

☑ They will compete for talents in the market.

Step 2: diagnose the growth capability

ROBIN Salary offered:



Salary Range		
Low	Medium	High
1M-4M	5M-7M	8M-10M

Career Motives		
Know-How	Salary	Image

Expectations		
Development Needs	■ ■ ■	
Retention Risk	■ ■ ■	

Development History		
X	X	X
X	X	X

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POSITION # 34

Salary Offered		
Low	Medium	High

Job Exposure (1st priority)		
Know-How	Image	Salary

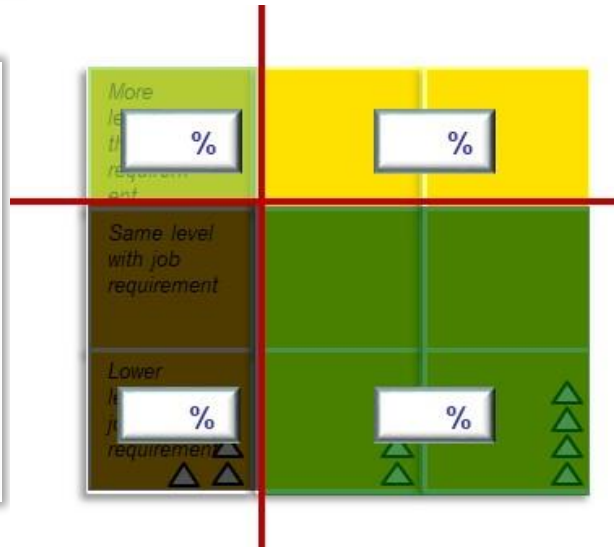
On-Job-Training		
Development Points	■ ■ ■	

Remark		

Strategic Roles (In order of importance)		
<input type="checkbox"/> Manage & pursue alliances		
<input type="checkbox"/> Predict, assess & control risks		
<input type="checkbox"/> Ensure compliance to standards		

- ☑ They will match employees to relevant jobs & may face the reality of skills shortage or redundancy.
- ☑ They will also experience staff attrition.

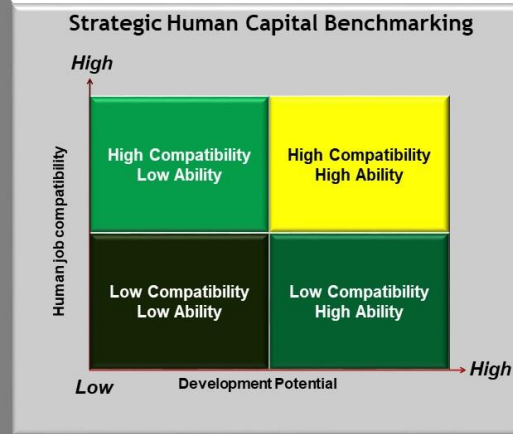
More levels than job requirement		
Same level with job requirement		
Lower levels than job requirement	▲	▲



- ☑ Participants will measure their people's performance vs potentials and plot employees into the 9-Talent Grid.
- ☑ They will be guided to convert the 9-Talent Grid into a Strategic Human Capital Benchmarking (SHCB).
- ☑ SHCB will determine their Growth Scenario.

Step 3: prescribe a change intervention

1	Performance indicators
2	Leadership movement
3	Creating opportunity
4	Employee engagement
5	Succession planning
6	Core value cultivation
7	Injection of new blood
8	Know-how development



☑ Based on their Growth Scenario, participants will select within their development budget appropriate initiative(s) from the Big-8 people interventions.

☑ They will also decide on the scale of the intervention.

GROWTH IMPACT CARD COMPANY: _____

Intervention: _____ Growth Scenario: A / B / C / D

Impact areas	MAGNITUDE			
	Major Transformation	Progressive Scale	Bite Size	Do Nothing
Motivation				
Competency				
Cost Effectiveness				

Current Profitability _____ Total Manpower Costs _____
Special Budget (2 times manpower costs) _____

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SCORE CARD COMPANY: _____

Scenario: A / B / C / D

Current Profitability		Motivation	Competency	Cost Effectiveness	Final profit
Basic Budget (2 times manpower costs)		100%	100%	100%	
Name	Cost	a) %	a) %	a) %	
Name	Cost	b) %	b) %	b) %	
		$(a + b) / 2 =$	$(a + b) / 2 =$	$(a + b) / 2 =$	
\$500K					

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☑ Participants will measure the impact of their choices on overall talent motivation, competency & cost effectiveness.

☑ This will ultimately impact the profitability of the company.

☑ The Team with the highest final Profitability will be the winner!

bringing life to business

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