



## TALENT PLANNING

Talent planning is an overarching strategy that encompasses how an organisation plans for having the talent it needs in critical positions both today and in the future.

Workforce or talent planning is the first and hardest step.

- It means deeply understanding the organisation's business goals and the competitive environment the organisation functions in.
- It is a combination of understanding and predicating demand, while at the same time being educated and aware of the talent supply situation from all the sources that are available.
- This needs to be far more than simply listing the jobs projected in the annual budgeting process and factoring in turnover.
- It is an evolving process, as opposed to an annual event, and is the most dynamic and critical stage of any strategic process.

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