

#### **CLIENT OVERVIEW**

This organization is the nation's leading provider of high quality care and support solutions. Its goal is to enable the highest level of personal independence and meaningful lives for its clients. The company is committed to delivering a gold standard in care through our attentive and well-trained staff who support making it possible to keep people comfortably and safely within their homes and communities.

#### **ROLE DESCRIPTION**

The Senior Manager of Talent Management will report to the VP, Total Rewards. This role is critical to build and manage a program around performance management including goal setting, delivering performance feedback, identifying critical roles and talent needed, and succession planning. A successful candidate will proactively assess competency needs to effectively address the long-term strategy for all of the organization's business.

#### **ESSENTIAL DUTIES**

- Transform, develop and manage new performance management programs. This includes, but is not limited to, goal setting, mid-year and year-end feedback/coaching conversations, continuous feedback approach, critical role and critical talent identification, career path development, and succession planning.
- Develop, implement, and manage an assessment strategy for different employee groups, as needed across the organization. Work to align compensation to talent strategy and philosophy.
- Serve as a talent solutions consultant and partner closely with leaders and HR business partners to proactively workforce plan. Facilitate a focused approach on identifying critical roles, skills and competency gaps needed for the long-term (e.g., as business and technology advances), and develop action plans including selecting and retaining top talent.
- Support career management within the current workforce. Assess employees' skills and knowledge base to help identify training needs and gaps. Collaborate with the L&D function to utilize all resources required to meet most needs.
- Support employee engagement by assessing, reporting on and responding to feedback. Identify risks and critical gaps. Create and manage individual development plans.
- Lead configuration of Talent Management module in Workday and drive its utilization across the business to achieve desired results.
- Build leadership and functionally specific competency models from which we hire, assess, and develop.

- Partner with HRIS to collect, coordinate and aggregate data for talent pools. Translate data into insights through data analysis in order to create and drive action plans at appropriate levels.
- Identify and manage third party consultants to support development such as executive coaching to support the growth of senior leaders.
- Manage key talent pools and associated development, including high-potential employees and succession planning from the CEO and the executive team down through level three.

### **REQUIREMENTS**

- Master's Degree combined with a minimum of 8 years of experience in several of the following areas such as coaching, consulting, and human behavior.
- Experience with assessment tools such as Myers Briggs, DISC, or Predictive Index.
- Period travel required.

### **SKILLS**

- Excellent project management skills including the ability to collaborate, organize, execute, and plan large-scale projects.
- A self-starter, able to work independently with solutions-focused approach; demonstrated personal drive and sense of urgency, pushing self and others for results; "hands on" approach and an independent thinker with strong organizational skills, customer focus and orientation.
- Exceptional consulting, negotiation and coaching skills for all levels within the organization; as well as demonstrated successful experience at multiple levels of an organization.
- Accountable and committed to follow through with activities, provide regular feedback, and exercise diligence in completing work activities. Ability to deal with ambiguity and work within a rapidly changing environment.