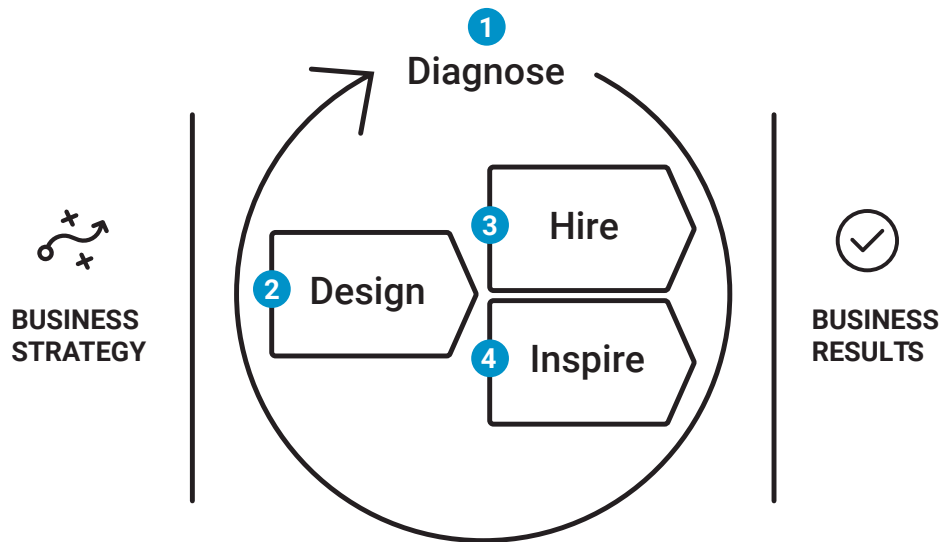


# The Talent Optimization Framework

Talent optimization is a new discipline business leaders can use to align their people with their business strategy. It's the best way to boost productivity, build a winning culture, and create the flexibility your company needs to adapt to change over time.

Ready to learn more about talent optimization? Begin by understanding the framework.



## 1 Diagnose

In part one of talent optimization, you'll measure and analyze your people data then prescribe improvement actions.

- #1 Measure what matters.
- #2 Analyze the evidence.
- #3 Prescribe improvement actions.

## 2 Design

In part two of talent optimization, you'll create and evolve your talent strategy.

- #4 Select your organization's structure.
- #5 Evaluate your leadership team fit.
- #6 Understand senior team dynamics.
- #7 Establish your culture.

## 3 Hire

In part three of talent optimization, you'll hire top talent and build high-performing teams.

- #8 Define and communicate job requirements.
- #9 Equip your leaders to land top talent.
- #10 Predict new team dynamics.
- #11 Determine candidate cultural fit.

## 4 Inspire

In part four of talent optimization, you'll focus on employee-oriented activities.

- #12 Create new jobs and career paths.
- #13 Develop your leaders.
- #14 Create high-performing teams.
- #15 Reinforce your culture.