

## I-RH Partner | Counselling

### Talent Management

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Anticipate the future of your company

Talent Management has a different meaning depending on the type of company or the corporate culture. It can be defined as a set of levers that can be activated by HR. The aim is to optimize collective and individual performance within organizations.



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I-RH Partner guides and supports you through the complex challenge of aligning employees' interests with current and future ambitions of your organization through the following levers:

OUR OFFERS

Management of Careers & Skills

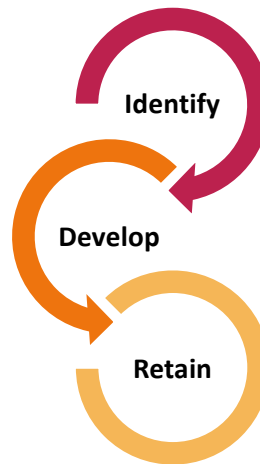
Conduct a prospective reflection around your key functions is not an easy task. To this end, I-RH Partner guides and supports you with a proven strategy and adapted tools. By anticipating future skills and needs, your company calibrates jobs close to your employees' expectations and in line with tomorrow's world.

High Potential Management

Experts and high potentials management consists of implementing managerial techniques, tools and methods that will enable your company to attract, develop and retain your employees. The goal is to flourish personally and professionally, so that the company can best benefit from its human capital.

OUR METHODOLOGY

- Audit: diagnosis of current processes;
- Definition of strategic objectives and integration into a long-term roadmap;
- Repositories: map and evaluate performance (job repositories, key competencies by level, business orientation scenarios);
- Succession and development plan;
- Management of annual interviews and career campaigns by integrating the organizational dimensions, trades and tools.



- Talent tracking (internal / external recruitment);
- Graduate program.
- Coaching / Mentoring
- Competencies refreshing (training).
- Talent Retention Policy;
- Succession plans vs. evolution plans.

YOUR BENEFITS

Optimize your **organizational functioning**  
 Imagine a **lasting relationship** with your talents  
 Benefit from **functional and project expertise**

