



# The *Curious* *Truth*

about TALENT





Delve believe work communities should be places where people can thrive, where people are bought into the purpose, values and vision and know how they contribute to organisational success. In exchange, the organisation nurtures its people to be the best version of themselves by enabling them to play to their strengths and creating space for innovation.

**delve**

What does the term  
Talent Management  
conjure up in your mind?

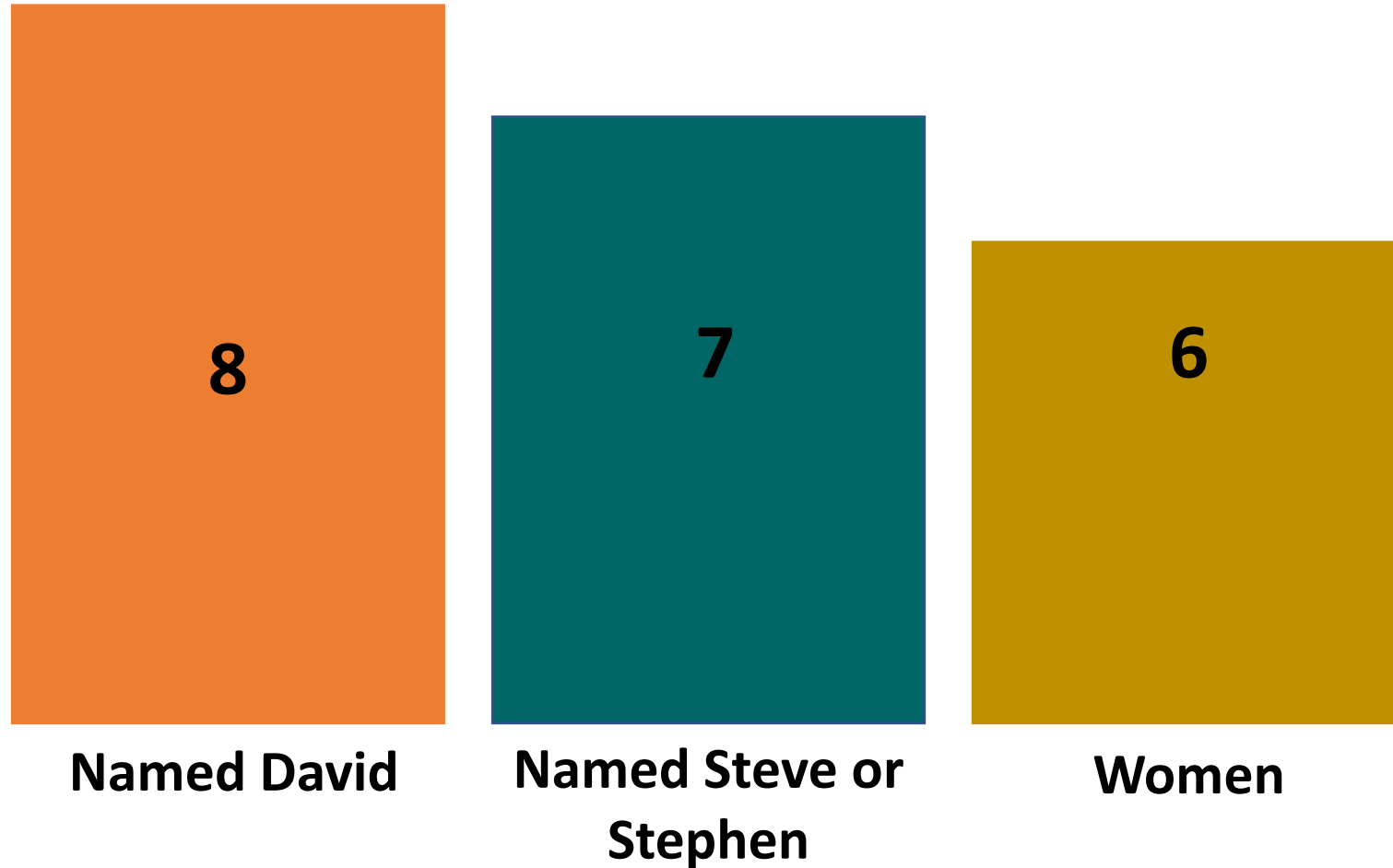


# Organisations need to reflect the diversity of the community in which they work

- 1 in 8 of the working age population is from a BME background yet they only occupy 1 in 16 of the top management positions.
- BME employees more likely than white British employees to say career progression has failed to meet their expectations



# Number of CEOs in FTSE 100 (2016)



# Everyone is Everything

Advice for a human: But know this. Men are not from Mars. Women are not from Venus. Do not fall for categories. Everyone is everything. Every ingredient inside a star is inside you, and every personality that ever existed competes in the theatre of your mind for the main role.

Matt Haig, *The Humans*





## Traditional Approach

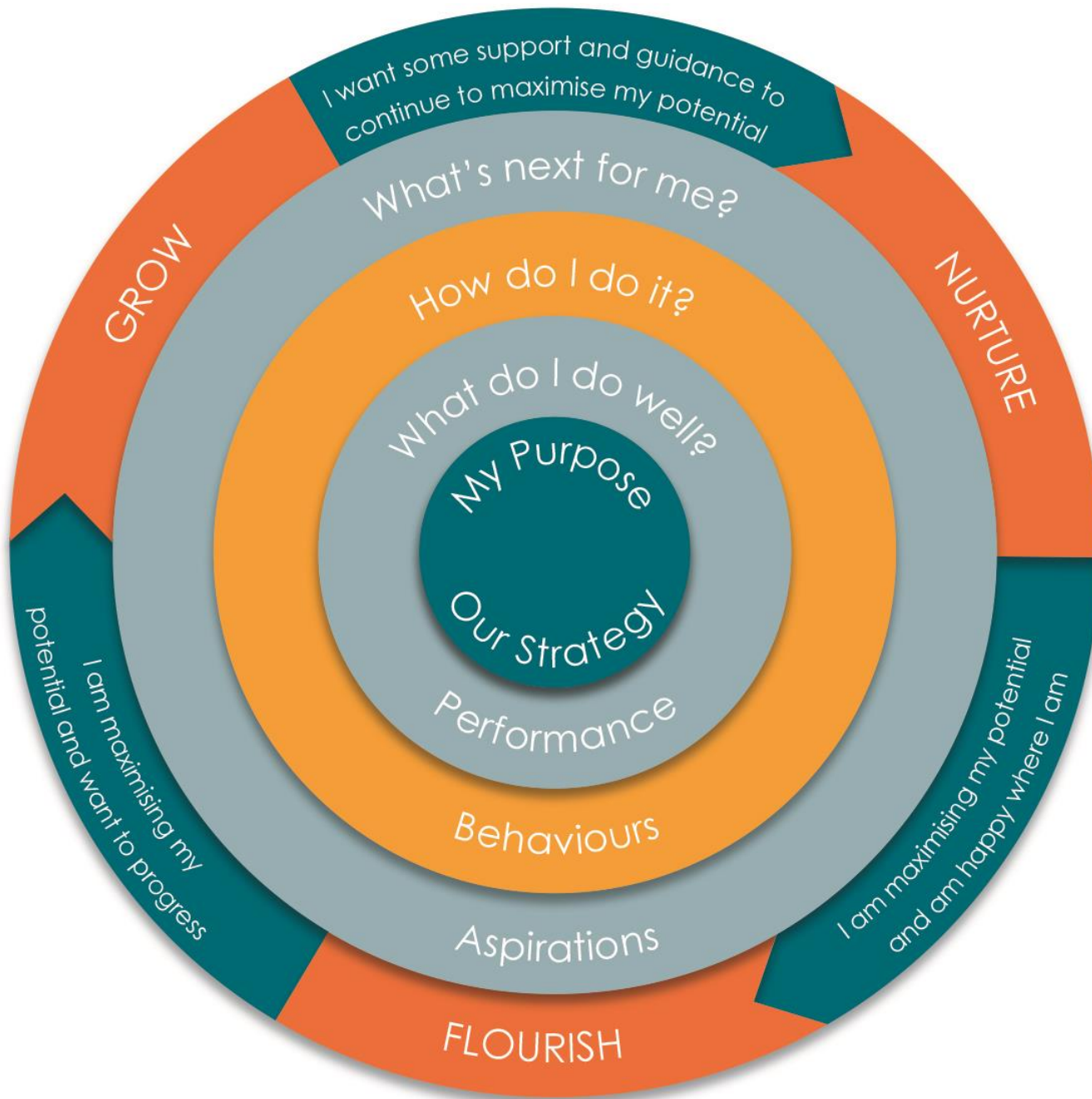
- ▶ Focus on pre-hire to retire career management.
- ▶ Top talent segmenting and ranking.
- ▶ Rating people based on performance and potential.
- ▶ Career ladders, pipelines and pools.

## The Delve Way

- ▶ People in roles that maximise their strengths.
- ▶ People connected to the purpose of your business.
- ▶ Tools to make conversations easier.
- ▶ Development paths for everyone, not just those who want to progress.
- ▶ A growth mindset throughout your business.



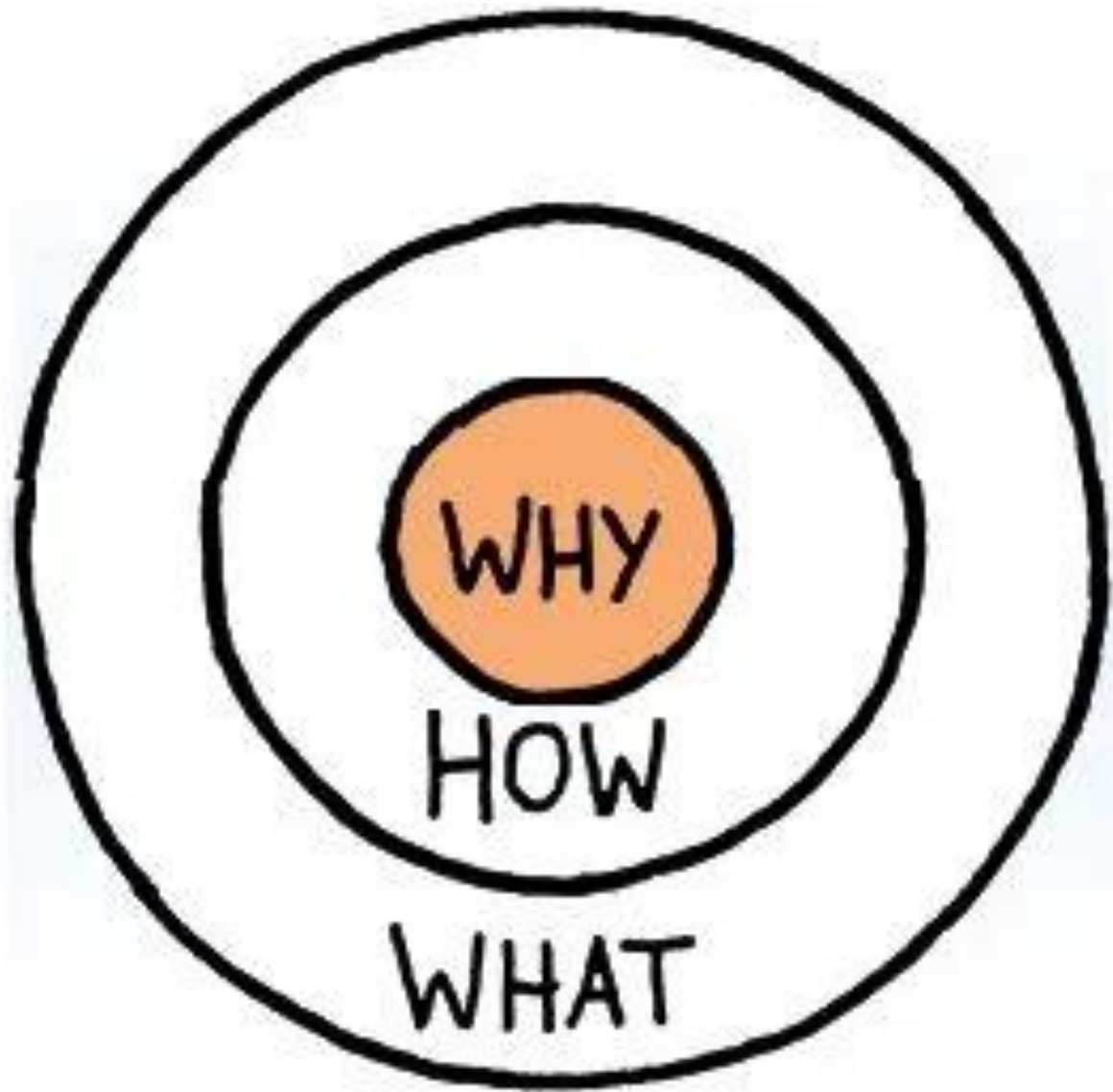




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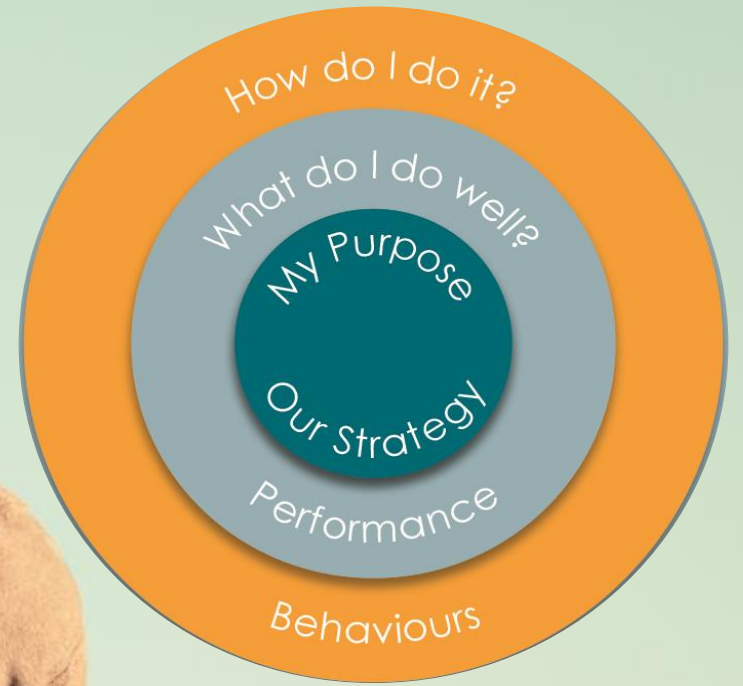
My Purpose  
Our Strategy



**Clarity of Why:** Be clear on why you do what you do

**Discipline of How:** Be clear on behaviours and values unite your team, consistently role model them

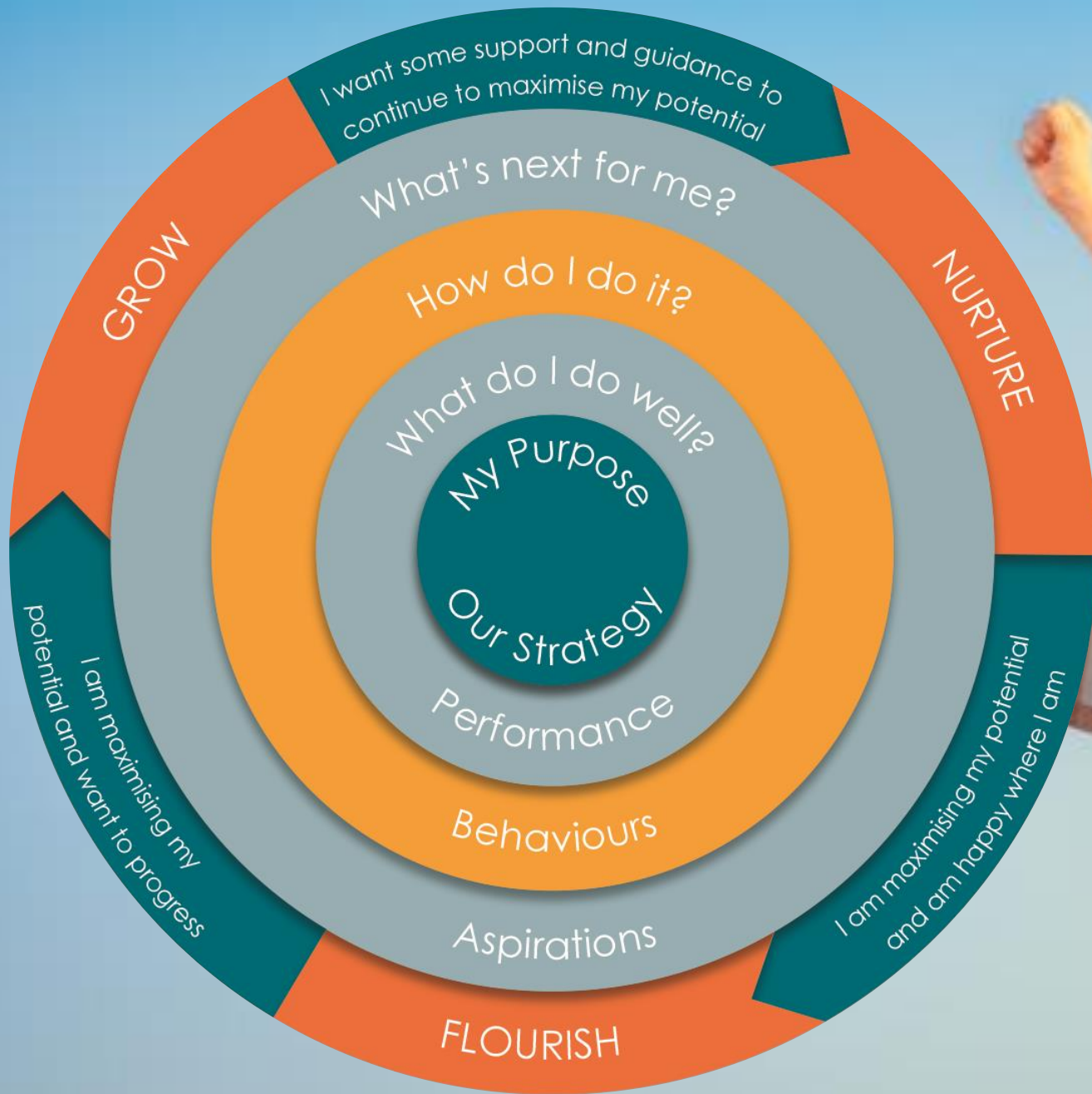
**Consistency of What:** Be clear on what tasks and activities will get the job done, motivate and recognise success.






What gets in the way?

**TED** Ed  
**LESSONS**WORTH**SHARING**



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- It's all about promotion on
  - Talent management is an exclusive club
  - Targeted people will be obvious



**Low Motivation  
High Ability**

**High Motivation  
High Ability**

**Low Motivation  
Low Ability**

**High Motivation  
Low Ability**

Talent is everywhere...let's  
embrace what we already  
have!

