

Procuring & Managing Talent Solution Programmes

What are Talent Solution Programmes for?

How do you understand and regulate your human capital supply. To do this effectively you will need to source the right talent management systems, psychometrics, learning technologies and online reference libraries and integrate these so that you can assess, develop and support your people.

Is this just about picking the right suppliers and technologies?

The products, services and technologies that you will need are key components of an effective programme. As important will be ensuring that the change process is managed so that new processes and systems are integrated effectively, are usable and are acceptable to your people.

How can taranis-PHI help?

We manage the installation of talent solutions and dashboards. We help you select the right suppliers using criteria based on cost, organizational fit and science. We then work with your people to make sure that real change happens.

Talent Solution Procurement & Programme Management for HR



taranis-PHI

promoting human integration



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Take three examples:

- Integration of a new process for recruiting high calibre candidates where off-the-shelf and bespoke psychometric tests are combined with a new applicant tracking system;
- Development of an iPad application with a digital communications specialist to supply careers advice to consumers in a highly attractive and engaging way;
- Delivery of online learning to sales specialists built to order by one of the UK's best known e-learning suppliers.

The delivery of effective talent solutions only comes about with effective and proactive programme management. This means being equally at home understanding customer requirements and speaking to technical suppliers about IT or psychometrics. It also means adding value by looking beyond the programme itself to help the customer to manage their organization to get ready for change, and to accept new talent solutions into service.

taranis-PHI as a company brings together expertise in programme management, research & development, psychometrics, usability design and integration of web-based and mobile technology.

Managing a successful talent solution programme

taranis-PHI manages the entire process from preparing the invitation to tender, through supplier selection, integration of solutions, managing internal change and training and introduction into service:

- The talent assessment strategy is key to ensuring that the talent solution provides the right metrics;
- The user experience is paramount to integration of an attractive, branded, usable and efficient solution for candidates, employees, managers and supporting staff;
- Assessment products and methods must be scientifically valid, reliable and make sense to your candidates and your people;
- Programme management must be systematic, focussed on costs, timescales, and risks and always keep you in control.

Benefits to you

taranis-PHI is your outsource partner for talent solution programmes, this gives you two key benefits:

- **Independent** advice about the strengths and weaknesses of alternative talent supplier, solutions and tests.
- **Access to expertise** in programme management, psychometrics, tender preparation, contract negotiation, supplier management and change management.

taranis-PHI provides these consulting and service options to business organizations:

- **Talent assessment strategy**
- **Online Psychometric Assessment**
- **Design of custom business simulations**
- **Focus on performance improvement**
- **Audit of assessment processes and systems**
- **Design & Evaluate the HR Tech User Experience (UX)**
- **Talent solution procurement & programme management for HR**

taranis-PHI provides consulting services and solutions to improve business performance. Our people are professionally trained, very experienced and fully accredited by the British Psychological Society (BPS), the UK Health & Care Professions Council (HCPC) and the European Federation of Psychologists Associations (EFPA).



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