



# Leadership and Talent Management:

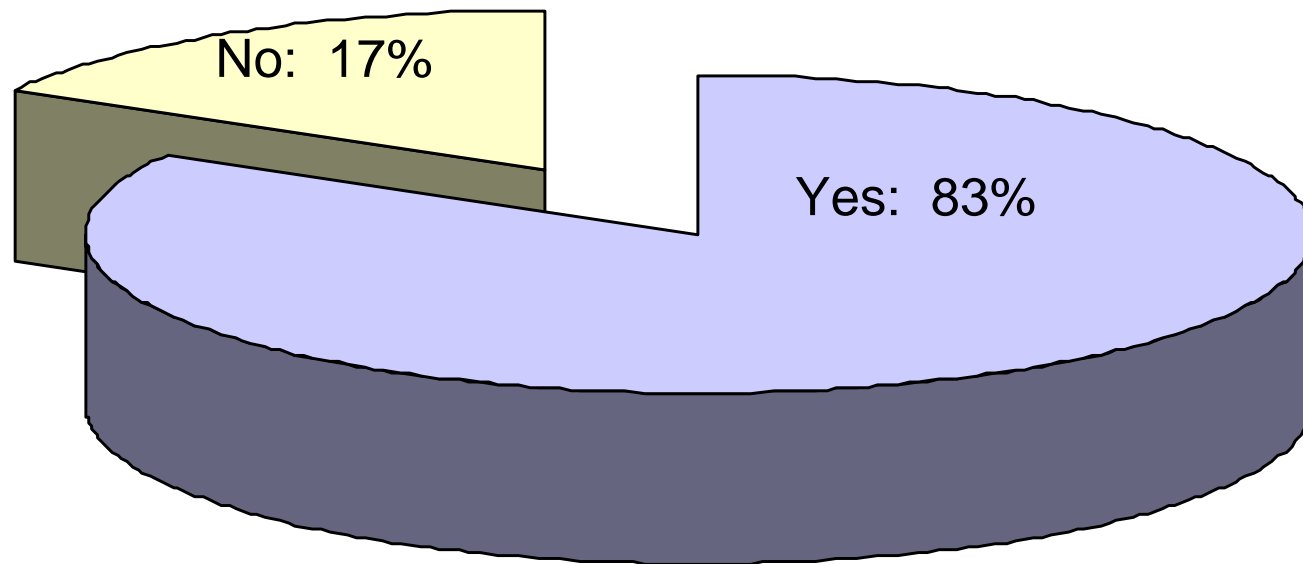
“The Future is in Our Hands”

## SURVEY RESULTS

Apex Symposium Presentation - June 2, 2010

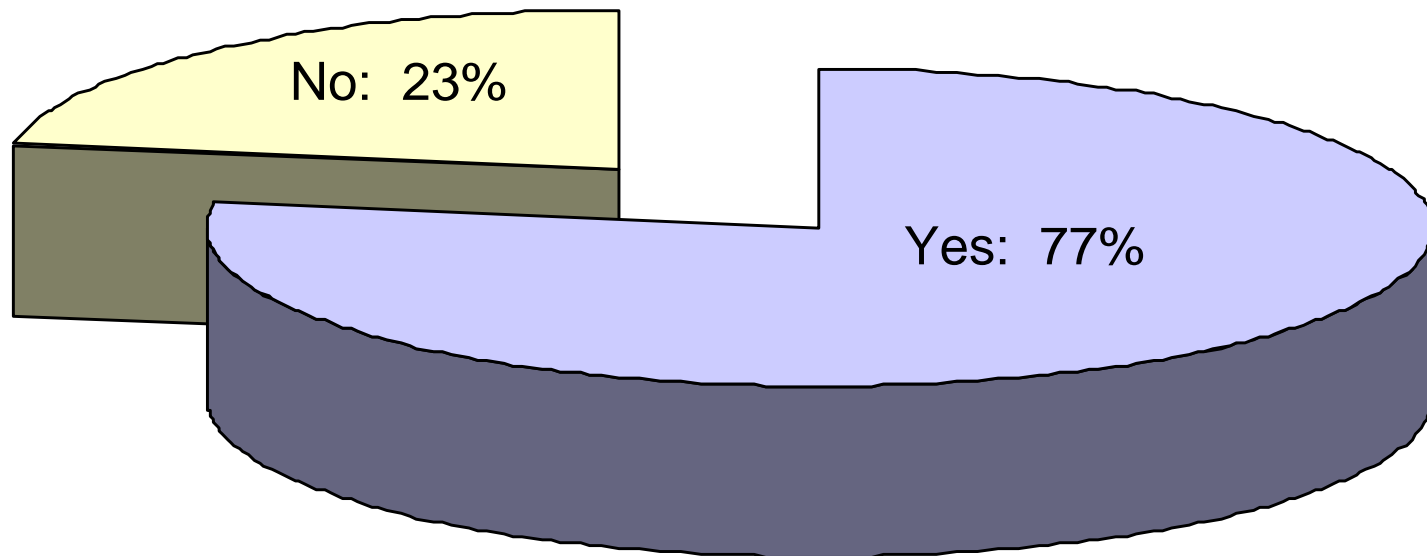
Question 1:

**In my organization is there an established talent management process for executives?**

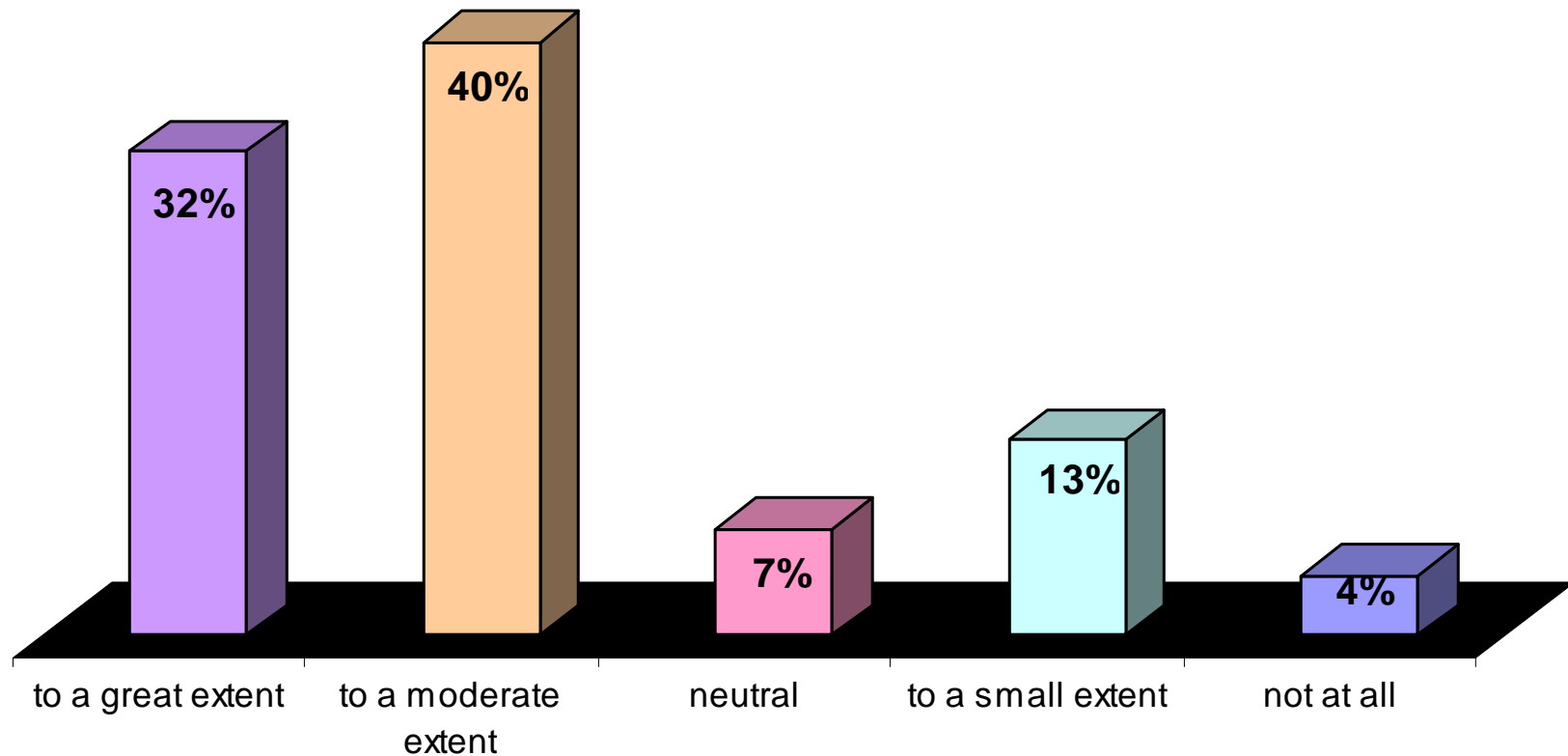


Question 2:

**Have you had a talent management discussion with your manager in the last 12 months?**



# To what extent can I take advantage of leadership development opportunities and support to develop my potential as an executive?



## What would make leadership and talent management more meaningful for you?

### Top three comments:

1. Greater **transparency** on what the results are and how the information is being used
2. Central function that facilitates the identification of **assignment** opportunities and a **brokerage** function for executives
3. Better **discussions** with senior management on which areas 'I' need to develop in order to progress in 'my' career
  - Improved quality of discussions/feedback related to talent management and succession planning and to specific investments in developmental opportunities
  - Commitment from senior leadership that goes beyond completion of the form
  - Clearer follow-up action/learning plans