

Talent Strategy Audit

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Integrating and aligning your Talent strategy with your organisational strategy involves a systematic analysis of your future ambitions and objectives as an organisation.

This is not an easy task and requires the People team to have a consistent and prominent voice during strategic discussions, and throughout the operationalisation of strategy. The result of these ongoing conversations is an integrated, system-wide approach that is fully aligned to the business strategy. Your People Strategy becomes your vehicle for delivering strategic advantage as an organisation.



We've designed the following checklist to help you think about some of the areas you might need to focus your attention on to ensure alignment and integration. As you complete it consider your standout strengths areas, gaps in provision and what action you might want to take as a result.

If you need support in interpreting your results, or would value a conversation, please reach out to us at hello@jamconsulting.co.uk

	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly Agree	Action we need to take in this area
HR Strategy and Planning						
The organisation has a clearly communicated strategy and everyone in the organisation understands how their role supports this.						
An HR/ People strategy exists that is aligned to the organisational strategy.						
As an HR Team, we have a voice and an influence at a strategic level within the organisation.						
Culture and Behaviours						
Our organisational culture could be described as a 'growth' oriented. We welcome feedback, learn from our mistakes and ensure everyone is valued.						
If you surveyed our employees at random, you would get a similar description of their experience of what it's like to work here.						
We have clearly communicated values and purpose as an organisation. Everyone knows what is expected and what is not tolerated here.						
We have a clear 'competency' or behavioural framework that articulates throughout the organisation what is expected at each level.						
Employees hold each other to account for poor behaviour. It is not tolerated at any level in the organisation and our most senior employees always role model exemplary behaviours.						
We don't have pockets of bad practice in our organisation. Everyone is help accountable to the same high standards of behaviour and performance.						

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HR Strategy and Planning						
Recruitment tools work effectively and efficiently.						
Job descriptions are accurate and up to date.						
We know what 'great' looks like across the organisation and our recruitment and selection processes are enabled to help us put the right people in the right roles.						
Our ATS is working properly and is meeting our business needs.						
We have a mentor program in place for new hires, and its delivering against our objectives for it.						
Our hiring strategies are non-discriminatory and consistent.						
We are able to attract and onboard quality candidates.						
Employee Relations and Regulatory Compliance						
All practices and policies comply with relevant employment laws.						
Basic procedures like 'Right to work checks' are in place and automated wherever possible and compliant.						
Our health and safety policies and practices up to date with current laws and enforced properly.						
The organisation's policies and procedures are communicated clearly to employees and are upheld consistently and fairly.						

JAM Consulting	Action we need to take in this area				
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Our HR policies and practices are comparable to those of our competitors. We regularly review what our competitors are doing and look outside our organisation for ideas.					
We have employee voice mechanisms in place. We take time to listen and respond, regularly conducting engagement and other listening surveys.					
Reward and Recognition					
We have a clear and transparent salary structure.					
Our compensation and benefits packages meet or exceed the national minimum standards and are competitive in the market.					
There are no pay gaps based on race, gender, disability, sexual orientation, etc.					
All benefits are regularly communicated to employees and all offered benefits are being fully utilised. We regularly review whether new benefits that should be offered.					
Our reward and recognition structures motivate employees to act in the way we need them to.					
Our employees feel fairly compensated for their work.					
Learning and Development					
Our development programs are meeting our organisation's needs.					

	Action we need to take in this area				
	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly Agree
When new development programs are needed to keep up with technological, industry or wider economic changes, these are quickly provided.					
Employees are satisfied with development and growth opportunities available to them.					
Our employees have clear career pathways available to them and know how to navigate these.					
We have a succession plan in place for all critical roles and are confident we could fill each role quickly in the event of attrition.					
We have development programmes available for our key talent segments- e.g. High Potentials, Graduates, People Managers, Senior Leaders, Executive Teams.					
Our Leaders are involved in future skills and capability needs assessment processes.					
Performance Management and Feedback					
Managers are providing high-quality, constructive feedback to employees. Peer-to-peer feedback is also being provided.					
Our feedback processes work well and the tools we use work well for our business needs?					
We make use of 180 and 360 degree feedback where appropriate.					
Our performance reviews are fair across groups and free from discrimination. I am confident that there is no favouritism happening.					
Poor performance is dealt with promptly and constructively. Line managers feel skilled to deal with issues in this area.					