



## Talent

Focus on the right people, in the right way, at the right time to ensure that your business prospers today... and tomorrow.

### BUILD

Build the organisation that meets your business needs. The people, the culture, the structure. TPS can help you put the right people, in the right place, doing the right things.

### GROW

Grow your people, your capability, your potential to meet the needs of your customers. TPS can help you to release the talent in your organisation and allow it to grow and prosper.

### FOCUS

Focus on those areas of your business that make the difference. Focus on performance. Focus on strengths. TPS can help your people to focus on what makes your organisation succeed.

For more information about any of our products and services, please contact us on:

+44 (0) 1608 730 157

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[www.TPSDevelop.com](http://www.TPSDevelop.com)



### What, exactly, is talent?

Talent isn't just about who somebody is. It is also about who that person can become. Identifying the talent for the future is a vital activity for organisations that look to power their future success.

### What is the TPS approach to talent?

At TPS, we look to blend your current and future business needs with an understanding of how people grow and develop.

### TPS Talent Services

- An in-depth audit will help to build a talent culture.
- Building a focused talent management model will foster talent identification and development.
- Setting the criteria for assessing talent provides managers and leaders with a blueprint to work from.
- Upskilling managers and leaders in talent management creates a talent process that doesn't need to be driven solely from the centre.
- Creating "experience profiles" for critical roles ensures focused development outcomes are realised.
- High Potential development centre programmes provide individual development plans for each member of the talent pool.
- We help your organisation build a culture of talent;
- Help your managers and leaders develop the skills of identifying future talent;
- Recommend the appropriate development initiatives for key people at key times in their careers;
- Build "experience profiles" so that each placement, secondment or rotation is focused on the specific development of essential capabilities.

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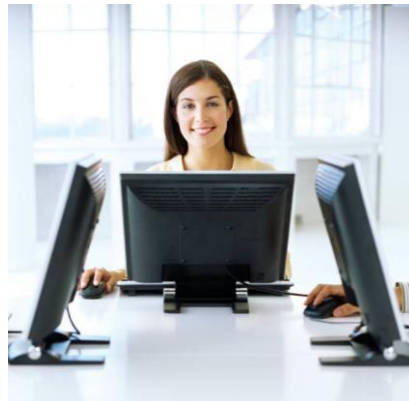
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# How TPS can develop your organisation



TPS provide support to a range of clients across all industry sectors. Our consultants provide a comprehensive range of individual and organisational assessment and development solutions. We are UK based but we work across the world wherever our clients have people requirements which need addressing.

While we have a full portfolio of high quality programmes available for immediate use, our philosophy is always to match our solutions to the needs of our clients. Our client engagement process is second to none and each client project is carefully managed by the most suitable consultant with the right qualifications and experience. Our dedicated client liaison partner ensures that satisfaction is guaranteed every step of the way.

Note: All TPS work is provided on a fee-for-service basis. Each project is subject to a separate quotation and all consultancy, material and associated fees are made clear at the start of every project. Where venues or equipment is used, TPS will normally expect clients to provide such unless explicitly agreed beforehand.

## People Requirements

- Upscaling the performance of an individual, a team or the entire organisation.
- Getting the right people into the right jobs – efficiently and cost effectively.
- Helping an organisation to define and implement change in order to better meet its strategic objectives.
- Building relationships internally and externally within and between teams and with customers.
- Assessing the “state of health” of the organisation.

### SERVICES AVAILABLE

#### Build

- Assessment Portfolio
- Teams
- Organisation Design

#### Grow

- Leadership Development
- Assessment for Development
- Functional Team Development
- Training Programmes

#### Focus

- Coaching Services
- Research Services
- Talent
- Business Alignment
- Performance Management

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