



## Early Talent Identification Process

### The Objective:

*To enhance the early stage quantification of an organization's talent pipeline using "predictive indicators" to help identify potential future leaders.*

Our Early Talent Identification (ETI) process is one of the newest and most progressive tools available to an organization in support of its more broadly based human capital and succession planning efforts. The ETI process is designed and targeted to help systemically and objectively assess the future potential of emerging leaders and to be able to do so from a very early stage in their development. It is based on an evaluation and rating protocol established against a set of pre-determined predictive behavioral indicators; indicators that provide an insight into the important qualities, aptitudes and characteristics needed in today's modern leadership situations.

It helps determine proper, effective career-pathing and aids in the development and retention of future leaders. Having a solid process to identify future leaders has tremendous benefits in terms of ensuring the long-term viability of your organization.

### Features:

- Web enabled and accessible Assessment Profiles
- Organization specific talent models
- Multi faceted survey

### Benefits:

- Objective, standardized and discerning talent mapping
- Organization-wide comparison/ benchmarking
- Forced ranking methodology

### Application:

- Succession planning and high potential talent evaluation
- Employee development focus and streaming
- Anchoring retention efforts



Strategy | Culture | Talent | Leadership



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