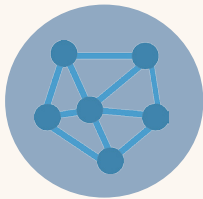


# Talent Management

With HOW<sup>4</sup> you can:



Map key talents inside the organization



Add a network perspective to Talent Programs



Identify 'social talents' within the organization



Make decisions concerning development and replacements



Encourage and solidify leadership relationships



Foster connection between different Team leaders

## Find 'hidden' Talent

Several Companies know their Top Performers, but very few can mention their best opinion leaders, influencers, connectors or 'informal' experts. Resources with valuable social skills are often overlooked in the Talent Management plans. This is because, without proper tools, they're very difficult to detect.

## Develop talents reading networks

The Organizational Network Analysis will add a new dimension to your Leadership or Talent Management Programs. HOW<sup>4</sup> will show you where 'hidden' experts exactly are and what role they play within the 'informal' organization. It will be easier to manage development programs or succession planning choices.

## Build leadership relations

No match can be won thanks to a single protagonist. For this reason, successful leadership programs need to notice the employee capacity to build useful and valuable relationships for the company. Having strategic connections with other key people provides direct access to complementary skills and competences.

## HOW<sup>4</sup>

HOW<sup>4</sup> is a powerful tool that allows to perform **Organizational Network Analyses** in a **simple**, but extremely **effective** way.

HOW<sup>4</sup> allows organizations to map **complex networks of communication** between internal resources and their **informal relationships**.

So it will be possible to carry out a comprehensive assessment of the organization from a '**Network Perspective**' providing at least **3 organizational views**: 1. Employees, 2. Units, 3. Company as a whole.

## Diagnostic Analysis

*Realize a web-based analysis in order to obtain a snapshot of the organization through diagnostic indicators and different organizational views*

- ✓ Define scope and organizational focus
- ✓ Administer a web-based survey (4 questions)
- ✓ Read and analyze results
- ✓ Provide evidences and detailed reports



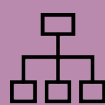
## Internal Network Map

*Extend some features of the platform to groups of resources in order to support internal processes, facilitate interaction and continuously monitor the organization*

- ✓ Define scope and main features
- ✓ Open web-based survey to selected groups
- ✓ Collect profiles and internal expertise
- ✓ Launch & Training

## Formal Structure

Visible Organization  
Coordination and hierarchical control  
Organizational chart and formalized job descriptions



## Informal Structure

Invisible Organization  
Informal Roles  
Network Maps



activevalue.eu

how-4.com

