

# HRTECH Outlook

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**TALENT  
MANAGEMENT**  
EDITION



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## Integrated Talent Management to Accomplish its Principal Purpose

**H**R teams frequently take a fragmented approach to managing their workforce, with a designated leader using separate various processes and software solutions to handle different tasks such as talent acquisition, onboarding new hires, tracking performance, and talent succession planning. These processes, as a result, do not follow a central strategic business plan, leading the talent management team to tug these processes in multiple directions and making the process more complicated than it already is. Janson Associates leans on its 25 years of experience to help organizations solve this issue by implementing an integrated talent management with their clients. The company regards this holistic approach as a strategic business enabler, where it believes in weaving integrated talent management as a core component of the company's business strategy. It invariably paves the way for more powerful and coalesced talent management processes that ensure the right people are serving in the right roles.

Janson Associates follows a series of steps to understand its client's workflow and offers tailored executive coaching, talent management, and strategic planning solutions that aim to unleash the true potential of its workforce. It starts with live interviews with the company's leaders to gain a better insight into organizational strengths, pain points, and opportunities. Taking these insights, Janson Associates narrows down developmental areas, a roadmap, and a plan of action on how and what to look for when hiring talent with leadership potential fit for the organization.

It simultaneously helps an organization's existing team of leaders and functional heads become more unified in achieving their consolidated business goals. Many a time, leaders are good at running their departments, but do not operate at the same level when brought together to function as an integrated team. Janson Associates coaches these leaders one-on-one, conducts periodic personality and psychometric assessments, like the Hogan assessments, and generates leadership reports to fortify the team and its ability to execute strategic business objectives.

"We value coaching and research above all else. We work with a research-based approach, and our extensive coaching



**Dr. Kimberly Janson,**  
Founder and CEO

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program helps successful businesses become more successful," says Dr. Kimberly Janson, founder and CEO of Janson Associates, who has been named one of the world's best executive coaches. Her track record of success spans Fortune 100 companies, including Bank of America, Hasbro, Heinz, Johns Hopkins, and more, where she has shared her coaching techniques with their upper management to drive transformation.

In a recent instance, Janson Associates helped an organization overcome their leadership complexity. One of the company's senior leaders had become the sole decision-maker for the organization, creating a power imbalance in the leadership team. Janson Associates came in and offered its coaching programs, where it initiated cross-functional conversations with the executive team to bring a level of learning and understanding. It also implemented quarterly business reviews to give them a line of sight into areas outside their span of control, positively ushering the team to run the show together.

This is just an abridged version of how Janson Associates was able to empower the company and metamorphose their leadership transformation.

Taking such discussions forward, Janson has launched her book, *Determining Leadership Potential: Powerful Insights into Winning at the Talent Game*. She has done three extensive research studies on determining leadership potential, including one where she interviewed and worked with more than 50 CEOs worldwide. Its second edition, *Demystifying Talent Management: Unleash People's Potential to Deliver Superior Results*, is also out now. Her company has also trademarked the framework 'Fast, Simple, Good, and Done.' High-performing organizations subscribing to this framework can organize their operations and achieve differentiated results. A book citing the efficacies of the framework will also be launched soon.

Banking on these expertise, one can indeed say that Janson Associates is a rudder to the talent management space, offering companies strong processes and bringing a remarkable capacity for long-term business improvements. 