

High Impact Talent Management®: Top 22 Best Practices

Corporate Talent Management is one of the most important business initiatives in the coming decade. After more than 2 years of research including 750+ corporations and 1 million data elements, Bersin & Associates has discovered the top 22 talent management processes which drive the highest levels of business impact. By popular request, **here they are!** ([methodology](#))

#	Top 22 Best Practices	Impact	Area
1	Coaching: formal or well established coaching programs for employees.	48%	Performance Management
2	Consolidating staffing requirements across the organization	42%	Sourcing & Recruiting
3	Ability of current workforce planning process to identify current and future talent gaps	38%	Workforce Planning
4	Competencies maintained through annual maintenance process	34%	Competency Management
5	Staffing metrics: measuring time to hire, cost to hire, and quality of hire	33%	Sourcing & Recruiting
6	Cascading goals: aligning goals to manager or corporate goals	33%	Performance Management
7	Development planning: creating consistent development plans across the organization	33%	Performance Management
8	Establishing goals: establishing clear and measurable goals for all employees in organization	32%	Performance Management
9	Job functional competencies well established and used throughout the organization	32%	Competency Management
10	Competencies used in recruiting process for assessment and interviewing	32%	Competency Management
11	Managed recruiting process: carefully monitoring and tracking interview process	31%	Sourcing & Recruiting
12	Assessing performance: delivering an annual performance appraisal and evaluation	30%	Performance Management
13	Internal sourcing: internal job postings, career planning, and promotion to recruit from within	29%	Sourcing & Recruiting
14	Leadership competencies well established and used across the organization	29%	Competency Management
15	Performance based compensation: consistently linking compensation to performance ratings	27%	Performance Management
16	Competencies used in performance management for assessment, review, and development	27%	Performance Management
17	Developmental training: training tied to developmental goals of individuals & organization	27%	Learning & Development
18	Competencies used in leadership development programs for training	24%	Competency Management
19	Pre-hire assessment: assessing candidates against competencies for a position	23%	Competency Management
20	Employer brand: using web, collateral, and marketing to position well for recruiting	22%	Sourcing & Recruiting
21	University recruiting: working with educational institutions to obtain qualified candidates	22%	Sourcing & Recruiting
22	Maturity level of leadership development: Strategic Leadership Development (level 4)	21%	Leadership Development