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Talent Planning Increases Horizon Success



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Top Team Talent Profiles for Each Horizon

Every business owner understands the value of talent. Companies win and die by the quality of their talent. The best strategies will fail if it's demands are not managed by inspired people who not only embrace the vision, but who also possess the right talent, highest motivation, and are energized and experienced.

Your horizon planning will dictate the talent best suited for success. Our talent management matrix will support you in developing the ideal approach for your talent needs in each horizon.

Profile	Horizon One Business Producers	Horizon Two Business Builders	Horizon Three Visionaries
Personality	<ul style="list-style-type: none"> • Metrics & efficiency driven • Motivational leader • Growth / target driven • Organized, Structured • Top performer • Disciplined 	<ul style="list-style-type: none"> • Fast decision-makers • Excel in fast paced/growth environment • Acts and adapts quickly • Leads expertly in the midst of ambiguity and change • Entrepreneurial • Risk takers • Independent • Self-motivated • Creative 	<ul style="list-style-type: none"> • Visionary • Autonomous • Conceptually creative • Curious • Intellectual
Experience	<ul style="list-style-type: none"> • Top performers are adept at all three horizons • Deep, first hand knowledge and experience 	<ul style="list-style-type: none"> • Top performers are adept at all three horizons • Top line focused • Marketing or sales background 	<ul style="list-style-type: none"> • Top performers are adept at all three horizons
Incentive	<ul style="list-style-type: none"> • No excuses for failure style management • Consistency to incentives is required for success • "Entrepreneurial-incentive" cash bonuses for short-term performance • Poor performance not tolerated and results in termination 	<ul style="list-style-type: none"> • H2 investor style management requires exceptions for "good failures" • High levels of performance requires expectation of high levels of execution • Variable pay inspires this entrepreneurial type • Low fixed, high performance pay potential • Uncapped cash bonuses for target achievement • Equity participation 	<ul style="list-style-type: none"> • Loss of intellectual freedom • Opportunity to operate H3 ideas in H2 business environments • Equity in spinoffs • Flourishing opportunities

Growth companies typically have a talent pool to groom to help meet demands for future management needs. They are also great at attracting top talent. Companies that are not growing, however, will experience challenges attracting the talent they need and are unlikely to have a talent pool from which to train and grow its leadership.

Management development programs will support both organizations in developing their mid to longer-term talent needs and in the short-term will need to bring top talent in from the outside.

Only exceptional, visionary organizations manage sustainable growth. Whether in its infancy or maturity, if your organization is not achieving continuous sustainable growth, if it is not spinning off new revenue streams and future businesses that supplement the company's existing core business and if it does not know what it must be developing today to sustain its competitive advantage in the mid and longer-term, you'll want to call us to determine if your company can benefit from our breakthrough strategy solutions. A phone call is all it takes to determine if there are areas of untapped opportunity that have the potential to position you as a long-term growth leader in your industry.