



## TURKNETT LEADERSHIP GROUP

### Top Talent Management Challenges Facing HR

(April, 2010) Turknett Leadership Group, a full service talent management firm based in Atlanta, GA, administered a pulse survey at their booth at the 25<sup>th</sup> Annual Conference for the Society of Industrial-Organizational Psychologists.

In order to enter the drawing to win a free Amazon Kindle, participants were asked to *name the biggest talent management challenges facing their organization*. Below is a summary of the responses.

#### Practitioners:

- Identification of talent/talent assessment
- Leadership Selection
- Proving challenge opportunities for employees
- Lack of integrated talent management systems
- Building leadership bench strength
- Career development
- Knowledge transfer
- Engagement/morale
- Performance management
- Succession management
- Developing talent with limited opportunity for advancement
- Budgets for leadership development programming
- Leadership Development: high potentials & executives
- Merger Issues: Talent assessments, shifts in roles/responsibilities, etc.

#### Academics:

- Increased demands with reduced staff
- Talent identification, recruitment, and retention
- Budgetary issues affecting staffing & retention
- Performance management of faculty
- Department chair leadership
- Employee motivation

Congratulations to Elizabeth McGee, a student at University of Tennessee, who was the winner of the Kindle drawing!

*Turknett Leadership Group is one of the oldest firms in the Southeast experienced in character-based leadership development and systemic HR improvement. The Turknett staff consists of business psychologists, organization development consultants, and business leaders that help companies to select, develop, promote, engage, and retain the best performing, most ethical talent available. The ultimate measure of our success is your improved business performance. Learn more about us at [www.turknett.com](http://www.turknett.com).*