

2023 TALENT MANAGEMENT OFFER

NESCPA Partners With HRD Initiatives: Developing People and Organizations

THE OFFER

- Limited to First 10 Organizations
- 12-Month Plan Discounted >25%
- 30 CPE Hours Per Participant
- Registration Due July 1, 2023
- Sign up with HRDI by emailing jwortman@hrdinitiatives.com

WHO IS HRDI?

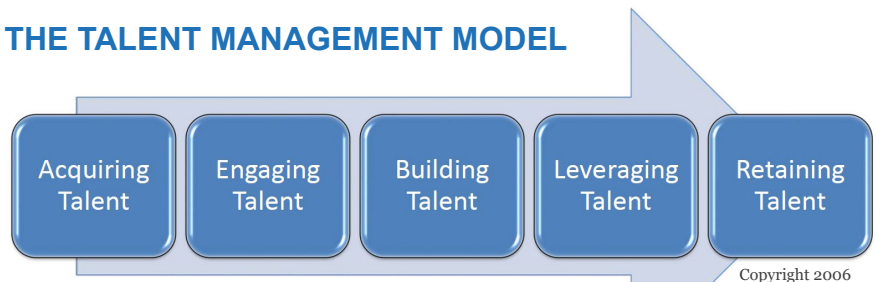
- HRDI is the NESCPA's strategic partner for talent management. We have created this relationship to provide our members with quality talent management solutions at a discounted rate.

THE SOLUTION

Nine a la carte talent management activities bundled into one, year-long, comprehensive solution.

The practice of talent management can be overwhelming. To help manage the complexity, Dr. Jeremy Wortman of HRD Initiatives has created a 12-month talent management solutions "package." This package is a holistic approach to help your firm better understand its culture, learn how engaged (or disengaged) your employees are, understand each person's unique talents/personality, build better leaders, support all employees in creating a professional development plan, provide employee guidance on stress management, and build a talent management plan to attract and retain your human capital.

THE TALENT MANAGEMENT MODEL



HRDI uses the above model to audit organizations regarding their talent management efforts against best practices.

THE DELIVERABLES

- ✓ **Employee Engagement Survey:** Measures approximately 15 workplace characteristics to help define your firm's culture and learn your organization's strengths and areas of improvement.
- ✓ **Talent Management Audit:** Dives into your firm's activities related to human capital and results in a recommended action plan to help attract, engage, and retain employees.
- ✓ **Talent Assessment for Up to 100 Employees:** Take a talent assessment to help understand your diversity of talent; firm leaders receive a talent database for one year with access to reports and coaching guides for all employees.
- ✓ **All-Firm Talent Assessment Feedback Session:** Participants learn about their individual talent profile, how to understand others' profiles, and receive a tailored career development guide.
- ✓ **Three Leadership Training Workshops:** Build effective leadership skills for those who have people management responsibilities; effective leadership is the No. 1 reason employees stay or leave a firm.
- ✓ **Two All-Employee Training Workshops:** Guide participants in the creation of their own professional development plan and how to better understand and manage their own stress; employee development is a primary driver in retention.