



## The True Value of Talent Management

**"Everything, then, must be assessed in money;  
for this enables men always to exchange their services,  
and so makes society possible."**

- Aristotle (384-322 BC)

Even though Aristotle made this point over 2000 years ago, it couldn't ring more true today. Almost everything involved in transactions today are based on a price and assessed in money.

### **What about Talent Management?**

Beyond salary and sales, there are many important aspects of talent management that are often not tied to the bottom line. Yet, "dollarizing" the value of talent management initiatives is vital to bottom-line analysis. Whether you are placing a value or cost on your current status, or calculating the ROI of your next talent management strategy, metrics that assess the monetary value will help you see the true effect on the bottom-line.

### **Bottom Line Statistics**

Knowing the bottom line results of talent challenges will help you implement strategies with a proven ROI that you can see on your balance sheet. Find out how much you already know by asking yourself questions like:

- What is disengagement costing the bottom line?
- What was the ROI on your last training? What can be expected of future training?
- How are your team-building initiatives impacting your bottom line?
- What was the cost of your last bad hire?
- What is your overall turnover percentage? How is it related to tenure?

In a study on over three million employees, Gallup found that over 70% of Americans who go to work are not engaged.

Don't Just Cut Back...

**Optimize  
Instead.**

A recent study by  
Bain & Company  
revealed

**75% of  
Savings**

came from

**Redesigning  
or**

**Restructuring**

General and Admin  
Functions, while only

**25% of  
Savings**

came from

**Reducing.**



## Invest in Your Talent

### Controlling Turnover and Addressing Disengagement with a Complete System

Turnover alone may be costing you millions, but what about the employees you still have? Is their disengagement costing you even more?

Fortunately, turnover and disengagement stem from job fit, and you can reduce costs associated with both by using a complete hiring system. With a process that looks at hiring from the very beginning to the very end, you can consider the job, the talent, professional development and performance management. However, with reduced budgets and overwhelming responses to job ads, many companies are finding themselves skipping a system all together. Unfortunately, a move like that doesn't come without a hefty cost, as doing nothing to ensure job fit will cost you more than implementing a complete hiring system to start controlling turnover and disengagement costs now.

With a **solution for reducing future turnover and disengagement costs**, you can turn your focus to the disengaged employees on your payroll now.

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