

SFIA Conference 2008

Best Practice in Talent Management

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Where are we coming from?

- Talent Management is a critical Organisational Development tool for CIOs and their leadership colleagues
- In these turbulent times, more than ever, getting Talent Management as good as you can should be about enabling faster learning, enabling the next generation IS organisation
- So, some themes from our work in general and a story...





Talent Management Model



- Focus and clarity
- Sustained Integrated action
- Scorecard



- Performance Manage
- Deploy
- Develop

- Identify
- Attract
- Hire





BG Group Review

- Purpose – comprehensive review of approach and outcomes of Talent Management across IT in BG Group
- Two stage process:
 - Engage with CIO, Leadership Team and key stakeholders in organisation incl. HR – series of in-depth 1:1 reviews with a formal check-point review
 - Engage the IT organisation in testing and refining initial findings with respect to Talent Management - focus groups with cross-section of BG Group's IT staff members including UK based team and representatives of from assets – India, Bolivia, Brazil, Egypt, Tunisia and Singapore
- Outcomes – focus and commitment to address key issues sustained through a subsequent organisational change





Our Conclusions with CIO Connect

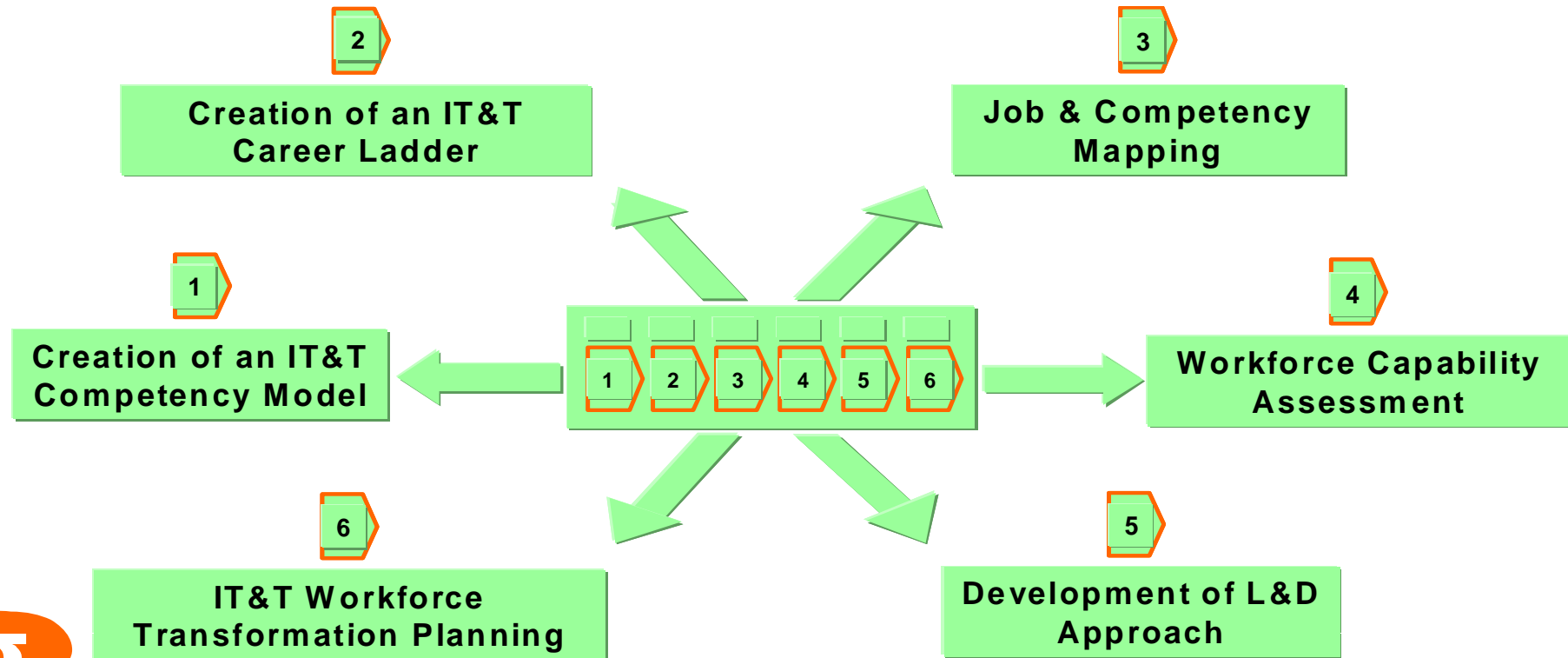
- The activities with CIO Connect in 2007 allowed us to understand how the staff globally viewed Talent Management in BG Group's IT. The main findings were:
 - General view that good talent management was an objective of BG
 - Inconsistency of approach in locations
 - Some confusion over the various processes
 - Lack of clarity on how to manage career paths





What we are doing now and next

Talent Management has now become a cornerstone of our IT&T strategy programme that is being implemented over the next 3 years. It will ensure that BG Group has the best skills and capacity to deliver our important business programmes. Our Competency Model is based on SFIA





In conclusion

- By having an independent third party work with our staff we were able to get more honest feedback which gave us a platform of understanding for developing our Talent Framework
- Our staff felt important and included in the development process and can see that their feedback has been considered
- Processes and tools are important enablers but “passionate adoption” makes the difference
- Framing Talent Management within an overall Organisation and People Strategy enables alignment and focus





What questions
do you have?

