



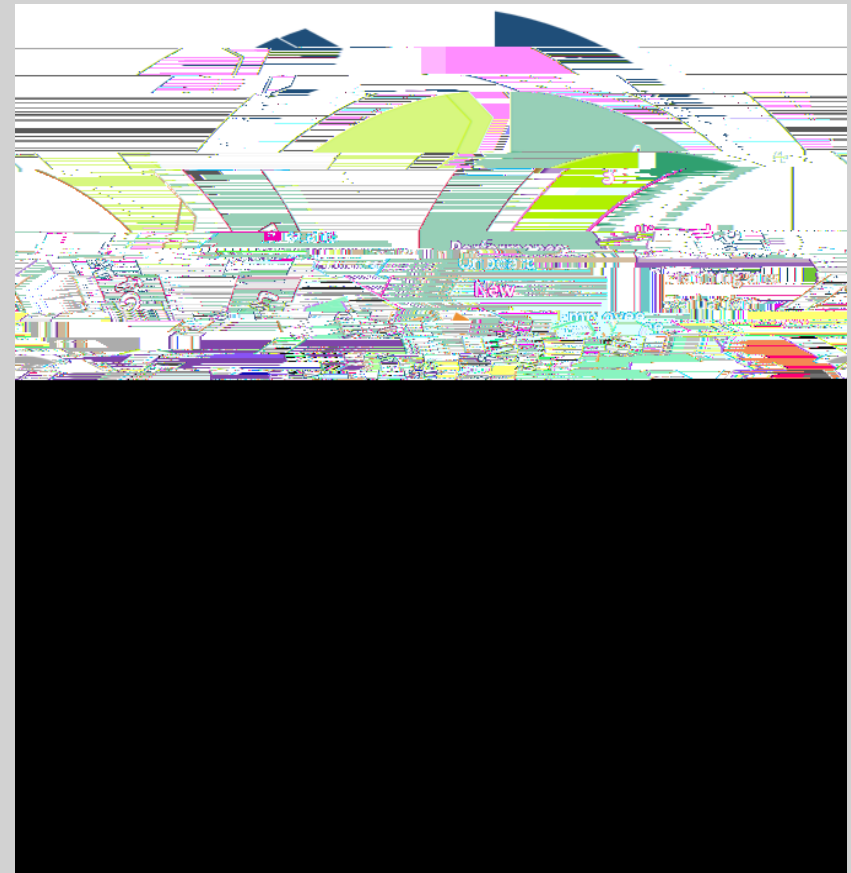
# Talent Management Revisioning Update and Introduction

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# Talent Management Revisioning Project

Talent Management refers to the strategy of an organization related to attracting, recruiting, retaining and developing people.

It spans the life cycle of an employee starting with attracting them as a candidate who is matched to organizational needs, then developing their skills and expertise as an employee to retain them in a position that nurtures commitment and engagement and achieves desired results.



# Talent Management Revisioning

## 2020 Talent Management Revisioning Recommendation

Revisioning Project team members included representation from all areas for both Operational Leadership and Functional Leadership

Project team reviewed current processes, identification of gaps, and creation of vision for talent management at Wichita State

Identified and recommended vendor

## 2023 Approved vendor and project

First project focus will be on Talent Recruitment, Sourcing, and Onboarding 2023

Second project focus will be on Learning, Performance and Succession 2024

# Recruiting, Sourcing, and Onboarding Benefits

## For our Candidates

Mobile: easier to view, apply and onboard

Text: easy to communicate

Experience: interactive and engaging

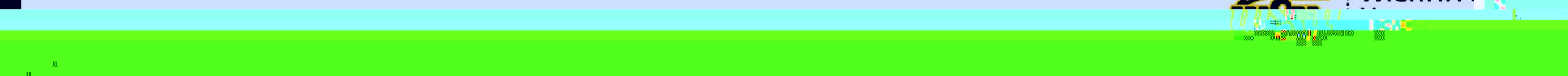
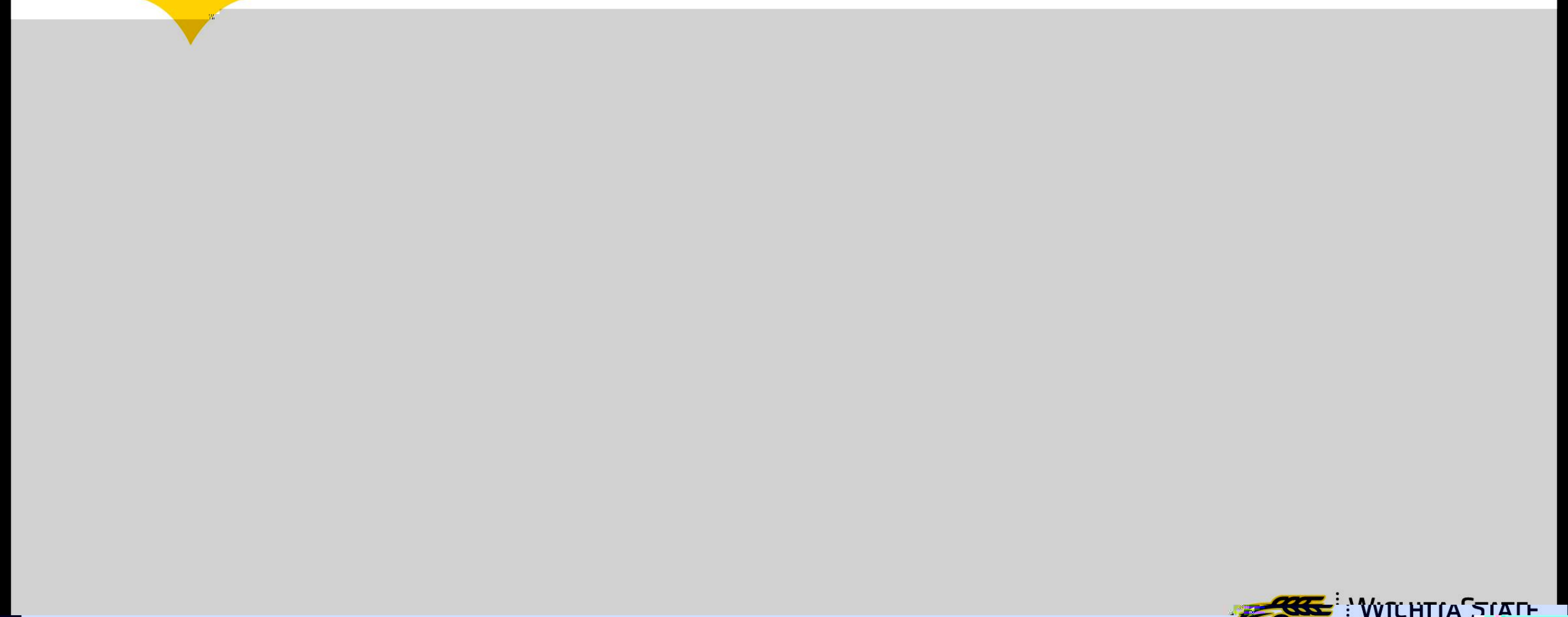
## For our Employees

Single sign on: easy access

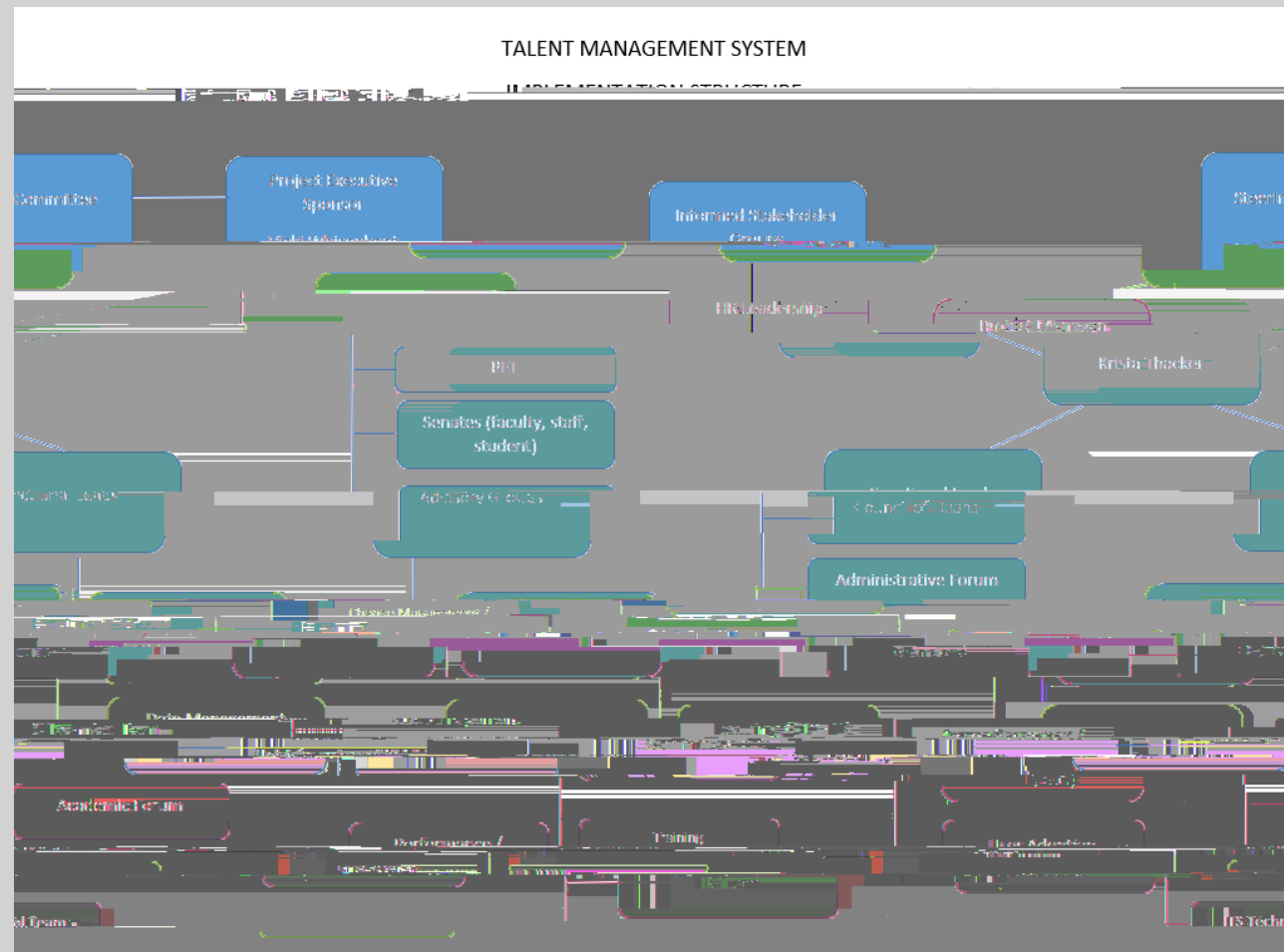
Text: easy to communicate; manage hiring process

One system: I-9 and Backgrounds

Dashboard: at-a-glance information



# Implementation Structure





# Next steps

Contacting selected members to serve on Steering and Advisory Committees  
Introduction of Talent Management System to Informed Stakeholder Groups

**Name Project** we want your help

Use the ideas of talent management, transformation, candidate and employee experience, integration, interface, and any of the other gains that excite you to recommend a name for the project.