



ON STRATEGY[®]

the business of tomorrow,
today.

“Talent makes
capital dance.”

*(Ridderstrale y
Nordstrom)*

JOB

Strategic Job Families

www.on-strategy.com/JOB

JOB | Strategic Job Families

Do you know if you have right talent to implement your strategy?
Focus on the strategic job family as part of the planning process.

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today.

10% of a company's resources
create new value;
90% just maintain value.



TOTAL EXECUTION
PROCESS | TEP

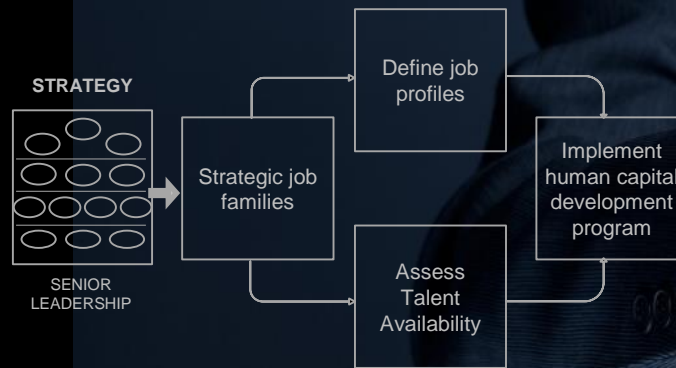
The challenge

The organizations' development programs intend to address the needs of 100% of the company's employees, and therefore they invest limited resources in the roles that make a difference. Even though leaders recognize the importance of developing the potential of all the organization's contributors, the strategy leaders must identify and focus their efforts on the few critical roles (JOB) that have the larger impact to the business strategy. When the talent needed to execute the strategy is not available, failure is the only option. The leadership team needs human capital to be able to deliver on its strategy.

The solution

The leadership teams must anticipate the human capital needs. Planning cannot just be financial or commercial, considering that these results are driven by human talent. At the same time, the big challenge is to have the right people in the right roles. The human capital availability report must be simple and easy to discuss during the leadership team meetings and in order to make decisions regarding the allocation of talent. Contact us, we know how to do it.

JOB



JOB Process

1 Strategic Pillars

What is the organization's expected growth? What new things will the organization do? Determining the organizational gap is the first step towards defining the strategic job families and assessing the gap of competences.

2 Strategic Roles

The first step to identify the strategic job families that will sustain the success of the strategy, is to understand the business core processes that create new value. All roles are important, but these require special attention.

3 Competency Profile

Using the strategic job families as a reference, you must create profiles for each role, identifying the knowledge, skills and experience that the positions require to guarantee the successful execution of the strategy.

4 Availability Assessment

In order to achieve exceptional performance, you must know your contributors and they must know themselves. You must use reliable metrics to transition from «I BELIEVE» to «I KNOW». What is the current level of expertise?, what is the current gap?

5 Development Program

Less than 10% of the people are assigned to strategic roles. Focusing the talent development investments in the few strategic roles, allows the organization to address the competence gap faster and at a lower cost, to sustain the strategy.

I want a consultant [Click Here](#)

JOB Deliverables

- Strategic job families.
- Job profile definition for each role.
- Gap in strategic roles.
- Talent availability report.
- Focused talent development program.

JOB Benefits

- Talent gap, what you need vs. what you have.
- Less unplanned changes, better environment.
- Less supervision and more leadership.
- New culture associating people and strategy.
- Better results in less time.

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ON STRATEGY mission is to help
our clients to build **strategy
execution best in class practices**
to develop sustainable advantages
and enable business growth.

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NOVARTIS – MANE - PEMEX - RH SHIPPING - SAP – SCOTIABANK - SEARS - SECRETERIA DE SALUD - SPORTS WORLD -
TELEFÓNICA - TELMEX - TUPPERWARE - URREA - VOLKSWAGEN - YOUNG & RUBICAM - WORLD VISION – WUNDERMAN...