

Executive Seminar | In House

## **JOB** | Strategic Job Families

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

*Knowledge is the first step towards success...*

[www.on-strategy.com/edu/JOB](http://www.on-strategy.com/edu/JOB)

**E**ven 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.

**Remember that talent drives capital.**

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## Program Outline

### 1 Strategic pillars to sustain with talent

The organizational gap is a mandatory step to understand the magnitude of the change and initiate a "People Planning" process.

### 2 Strategy Job Families (JOB)

The internal processes drive the strategy and are the input to develop the *JOB Families*. These are the roles with the largest impact to your strategy.

### 3 Define JOB profile competences

What knowledge, skills and behaviors will be required to ensure the effective execution of the strategy? Develop effective profiles.

### 4 Human Capital availability

The inventory of the strategic roles provides a view of the talent available to sustain the strategy. Talent will drive results. Manage your human capital.

## Benefits

- Improve linkage people-strategy
- Identify JOB families
- Define an "ideal" profile
- Create a Human Capital report
- Manage change

## Who should attend

Executives and leaders in the development of human resources who are not satisfied with the current human capital planning model in the context of the organization's strategy. Leaders interested in a formal process or a better practice in the alignment of people and strategy.

In the **IN-HOUSE** model, the client will be responsible to provide the infrastructure needed to conduct the event. ON STRATEGY will assign senior instructors to ensure a successful and exciting learning experience. Our instructors have experience in similar engagements across multiple industries.



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SCHOOL is ON STRATEGY executive education division. Our programs are designed to meet the needs of executives and Corporate Universities, to develop and reinforce specific competencies on strategy leadership execution.

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