



"The most forward-thinking organisations are already taking greater account of the attitudes and needs of workers ... as well as individual personalities and their motivations."

Bernard Salt, Cultural Commentator

Talent Watch

Offering a unique opportunity for human resources professionals/senior managers to listen to the expressed career needs, motivations and aspirations of talent, to detect attraction and retention trends, and better understand the emerging world for Gen X/Gen Y talent.

Talent Watch Insight (TWI)

Talent Watch Insight is a human resources research initiative with focus groups of 'talent' from within a single organisation or across a market sector. The focus group discussion is facilitated by an accredited TWI Consultant and can be observed by senior management from client organisations as appropriate.

Talent Watch Insight offers senior managers with strategic planning responsibilities the opportunity to:

- Watch and listen to smart, career focused talent talk
- Pose questions to talent, and
- Receive research insights to assist with analysis of ROI for current and future HR strategies.

Talent Watch Insight is the way to discover the trends as they arrive!

Talent Watch Benchmark (TWB)

Talent Watch Benchmark is a talent benchmarking initiative which includes industry and occupational groups, based on the WRDI[®] survey tool.

The WRDI[®] (Workplace Relationship Development Indicator), is a 'state of the art' workforce alignment and retention diagnostic tool. It is based on a research validated model of the psychological contract, or employer/employee relationship, and incorporates rigorous psychometric properties.

Talent Watch Benchmark assists HR Directors or senior management to conduct an HR Audit and engage 'talent' at a personal level about their psychological contract within the organisation. Participants can receive:

- An individual report on the health and consequences of their psychological contract
- A quantitative assessment of retention risk and alignment for participating talent, including the numbers of talent who are likely Stayers and Leavers, and
- A full debrief for the client sponsor



Talent Watch is a joint initiative between PerformanceHR and the WRDI Institute, with a number of prominent advisory group members including noted futurist Peter Saul.

