Talent for Dual Transformation

Strategic Talent Solutions

As an academic institution with a heritage in management development, our goal is to support leader development for real impact on leader and organizational performance. Drawing on our research and thought leadership, we have developed a suite of talent management solutions and tools to provide holistic and objective advisory on talent strategy, assessment and development.
IMD’s integrated approach to Strategic Talent Development

Our Unique Perspectives on Talent Development

Future Focused
Talent development is inherently future-oriented. We help our clients validate their performance models using research about what will be important for tomorrow, drawing on Faculty research into Future Readiness and Transformation.

Objective
As an academic institution, our aim is to support leader development for real impact on performance. We don’t have a recruitment or management consulting business, so we will provide direct, objective advice drawing on the latest thinking.

Evidence-Based
We take a research-based approach to talent management. We draw on advances in psychology, technology, strategy, economics, neuroscience.... With over 200 Faculty and researchers, we can provide access to the latest proven findings.

Performance-Oriented
We strive to help organizations identify talent strategies that actively support their business success. IMD’s focus on impact measurement puts a structure in place so we can establish –and publish! – insights on what really makes the difference.
TALENT STRATEGY

What do we need?
Leaders who can build Future Ready businesses and harness Accelerated Adaptation for ongoing change.

AMBIEXTERITY
IMD’s research-based Leader Performance Model defines the characteristics and capabilities needed to deliver value from business today while transforming for sustained success tomorrow.

ACCELERATED ADAPTATION
Building individual capabilities to continually learn, adapt and reskill, considering cognitive, interpersonal and individual factors, including purpose and motivation.

TALENT ASSESSMENT

What have we got?
Business-relevant talent insights that feed into progression planning and individual insights that unlock potential.

Our modular range of assessments provide rich insights and personalized recommendations while building to provide a comprehensive and connected perspective of your talent pipeline. Assessments uncover hidden potential and shed new light on critical capability priorities through a Future Ready lens.

TALENT DEVELOPMENT

What do you need?
Coordinated, coherent and customized learning journeys drawing on a range of learning approaches and assets.

Personalized learning recommendations lead to an individual feed of targeted IMD content and resources. Orchestrated learning journeys provide multi-modal experiences drawing from the wider learning eco-system. And, of course, targeted recommendations for IMD programs and rich needs analyses to create your custom programs.
Through evidence-based integrated approach to talent development, we can:

✓ **Increase the impact** of leader development on performance
✓ Provide a seamless **business-relevant learning journey** with immediate benefits for job performance
✓ **Increase ROI** for talent development investments
✓ Support individuals to achieve their **full potential faster**
✓ Ensure that organizations have the talent they need to deliver their strategy today and sustain success tomorrow by developing **Future Ready capabilities**
✓ Harness diverse sources of talent, tapping into broader talent pools

**Build Talent for Today & Tomorrow**

Schedule a consultation and learn more about IMD’s Strategic Talent Development at [https://www.imd.org/research/initiatives/voyager/](https://www.imd.org/research/initiatives/voyager/)