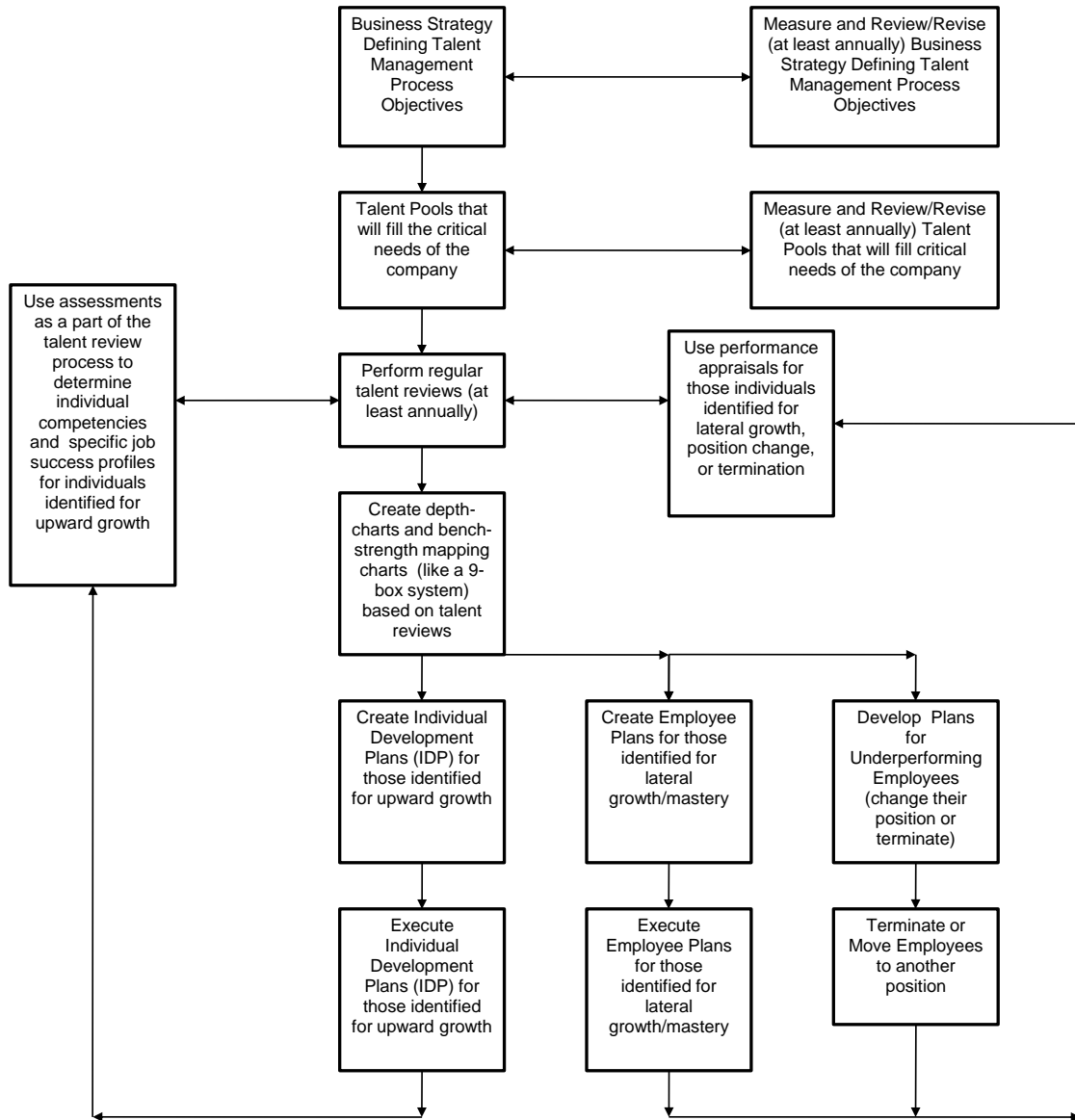


Talent Management* Flowchart

Talent Management Process Attributes:

- Talent pools for pivotal roles
- Regular talent reviews
- Planned & managed experiences & assignments
- Specialized development programs



*** Talent Management is a "process" and is the continuous version of Succession Planning. Succession Planning is a sophisticated "event" in which key positions in an organization are identified and plans are developed to fill those positions.**