

3-Step Talent Risk Management

Talent Risk and Knowledge Transfer Process

1. Assess

Pinpoint the talent risk on your team

Uncover objective, consistent, and practical data on *all* your talent using our Knowledge Silo Matrix (KSM).

Name	Priority:	Silo					
		1	4	3	2	4	1
Person 1		Yellow	Green	Green	White	Green	Yellow
Person 2		Yellow	Purple	Purple	Purple	Purple	Purple
Person 3		Yellow	Green	Green	White	Green	Purple
Person 4		Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
Person 5		White	White	White	White	Green	White
Person 6		Green	Purple	White	White	Purple	Purple
Person 7		White	White	Purple	White	White	White
Person 8		White	White	White	Yellow	Green	White
Person 9		White	Green	Green	White	White	Green
Person 10		Yellow	Green	Green	White	Green	Purple

- Expert to be replicated
- Consistent with expert
- Actively learning
- Not working in that silo
- Risk

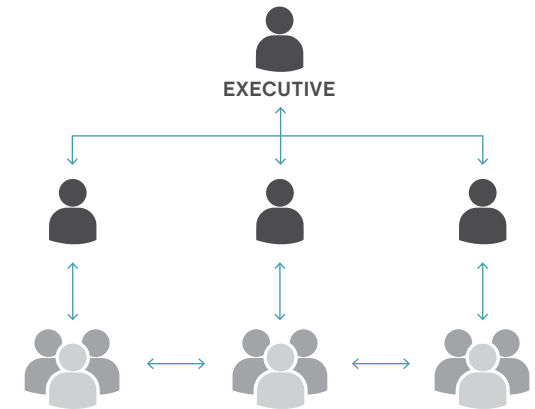
The data quickly identifies technical talent risks:

- Will you have the technical capacity for your strategy 3 to 36 months from now?
- Which overburdened experts are slowing down your transformation?
- Is your remote or outsourced talent set up for success?

2. Align

Agree on which risks to prioritize

With their completed KSMs, your leaders succinctly present their talent risk and explain their Big Picture. The data guides the conversation to prioritize mitigation efforts within a team and across whole divisions. (See other side)



3. Mitigate

Use knowledge transfer to measurably reduce your talent risk

For your prioritized risks, implement our proven knowledge transfer solution. Replicate your top talent with a highly structured, date-driven plan, and readily track your progress.

Skill	Sequence	Test Questions	Date	Resources
Write a...	1	1, 2, 3, 5	May 10	specific documentation at location...
Design a...	2	1, 2, 3, 8	May 17	formal training date
Build a relationship with...	3	3, 4, 7, 8, 14	May 19	name of mentor
Lead...meeting	4	1, 2, 9	May 25	specific template
Troubleshoot...	5	2, 5, 7, 14, 20	May 25	samples at this location...

KSMx

Talent risk data and organizational alignment at the enterprise level

KSMx stands ready to guide decisions from the board to the front line.

- Clarifies roles within and across teams
- Informs decisions on staffing strategic initiatives
- Reduces reliance on key technical experts
- Speeds up your transformation
- Embeds into other business systems
- Scales globally

