

## **PARTNERSHIP IN ACTION: TALENT MANAGEMENT**

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*Excerpt from Yale GHLI Interview on August 1, 2011*

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“Well they have actually a lot of gaps related to talent management. One of the biggest is performance management. They don’t have very transparent culture of managing performance, managing results and also rewarding on the results. So for example, if you say that they conduct this competence assessment going forward which is going to be the process, it will not have any effect apart from yes, you have this gap, what to do with it next? Because they don’t have a culture of rewarding results, rewarding high competency levels so this would be very useful. It actually helps also to motivate people to develop themselves. Otherwise why would they do it if it was not rewarded?”