Talent Management Revisioning Update and Introduction

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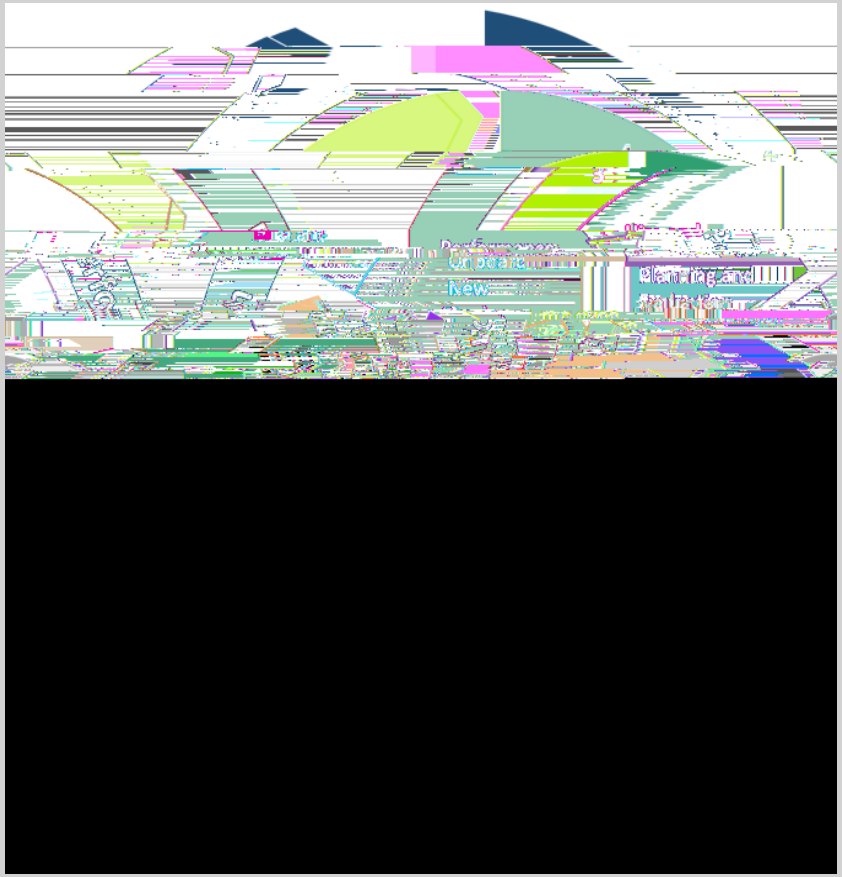
Talent Management Revisioning Project

Talent Management refers to the strategy of an organization related to attracting, recruiting, retaining and developing people.

It spans the life cycle of an employee starting with attracting them as a candidate who is matched to organizational needs, then developing their skills and expertise as an employee to retain them in a position that nurtures commitment and engagement and achieves desired results.



Talent Management Revisioning

2020 Talent Management Revisioning Recommendation

Revisioning Project team members included representation from all areas for both Operational Leadership and Functional Leadership

Project team reviewed current processes, identification of gaps, and creation of vision for talent management at Wichita State

Identified and recommended vendor

2023 Approved vendor and project

First project focus will be on Talent Recruitment, Sourcing, and Onboarding 2023

Second project focus will be on Learning, Performance and Succession 2024

Recruiting, Sourcing, and Onboarding Benefits

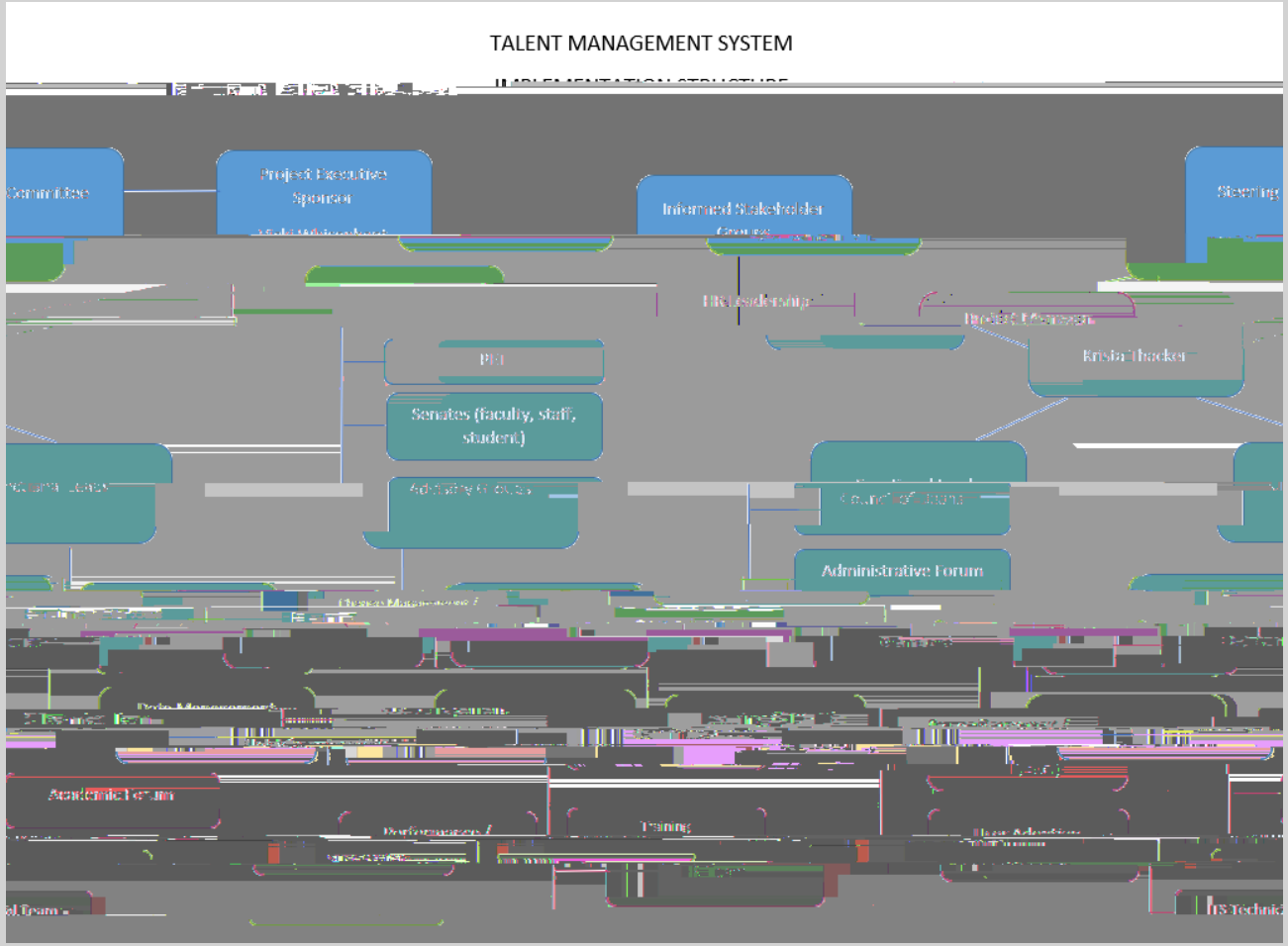
For our Candidates

- Mobile: easier to view, apply and onboard
- Text: easy to communicate
- Experience: interactive and engaging

For our Employees

- Single sign on: easy access
- Text: easy to communicate; manage hiring process
- One system: I-9 and Backgrounds
- Dashboard: at-a-glance information

Implementation Structure



Next steps

Contacting selected members to serve on Steering and Advisory Committees

Introduction of Talent Management System to Informed Stakeholder Groups

Name Project we want your help

- Use the ideas of talent management, transformation, candidate and employee experience, integration, interface, and any of the other gains that excite you to recommend a name for the project.