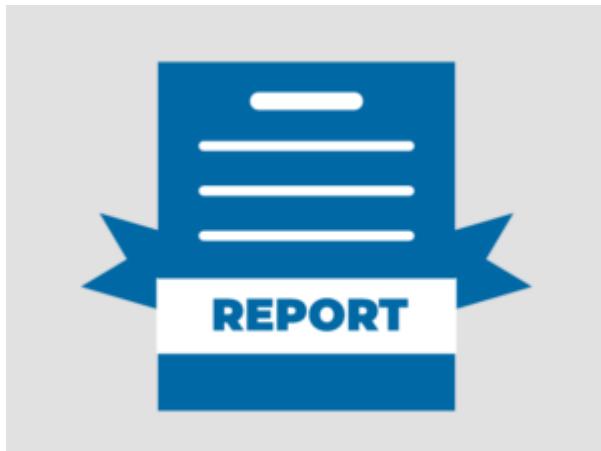


# Five Steps to Advance Your Midsize Company's Talent Management Strategy



Savvy leaders realize the importance of developing their internal bench strength today to competitively address the organizational demands of tomorrow. In reality, identifying and adopting the ideal components needed to support an integrated performance and learning management process is complex and time-consuming. For midsize organizations with limited resources, it's even more challenging.

Developing an organizational performance management process typically marks the first step toward a more integrated approach to talent management in midsize companies. During these formative stages, it's best to take a systematic approach based on best practices that strengthen both the employee and the bottom-line, performance outcomes of your organization.