

HR says talent is crucial for performance—and the pandemic proves it

Five talent-management practices can help steer organizations through new ways of working and into the post-COVID-19 era.

To say that HRs are busy in the COVID-19 era would be an understatement. Now, more than ever, they are central to how companies are reimagining their personnel practices to build organizational resilience and drive value. In this article, we look at how HRs / Top Management can take action in those areas to craft a strong and durable talent strategy for the post-pandemic world.

Finding and hiring the right people

Across both permanent and contingent hiring, HRs should take a fresh look at the range of tools, including assessments and platforms, that are making it easier to connect people to work. There are a large number of up-and-coming organizations in the prehire ecosystem, and innovation is making it easier to connect people to employment based on a deeper understanding of their skills and how those match with available jobs.

Learning and growing

Research on reskilling shows that HRs need to think about the effects of large workforce transitions being accelerated by the COVID-19 crisis and how reskilling plays a key role in helping close talent gaps while keeping employees connected to jobs. The agenda for post-pandemic learning and development extends beyond reskilling,

Managing and rewarding performance

The current crisis has dramatically affected goals and performance plans, with the added wrinkle of making the people who are working remotely even more reliant on performance management to tell them how they are doing. That makes three CHRO actions more relevant now:

- i) *Transparently link employee goals to business priorities and maintain a strong element of flexibility.*
- ii) *Invest in managers' coaching skills.*
- iii) *Keep ratings for the very highest—and lowest—performers but also celebrate the broad range of good performance.*

Tailoring the employee experience

Employee experience and connectivity have taken on whole new meanings as extended work-from-home policies have required organizations to be intentional about building each. In blunt terms, work can't be another source of anxiety or uncertainty for employees right now. They have more than enough going on.

We realize that you are most likely incredibly busy, so thought of getting in touch via email. At Sarthee Consultancy, we are available to connect for further discussion for hiring at your organisation, any time on call even if it falls outside regular office hours or if that makes it easier for you.