

Categorising Leadership Talent

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| <p>1. Global Executive Talent Pool Monitor</p> <p>A possible for the level 1 Talent Pool.</p> | <p>Global Executive Talent Pool Potential</p> <p>Level 2 leader who is capable, with development, of moving to a level 1 role.</p> | <p>Global Executive Full Potential</p> <p>Level 2 leader who is capable of moving now to a level 1 role.</p> |
| <p>2. Global Leader Talent Pool Monitor</p> <p>A possible for the level 2 Talent Pool, but too soon to be sure, e.g. less than 12 months service. Monitor and review.</p> | <p>Global Leader Talent Pool Potential</p> <p>Level 3 manager who is capable of moving to a level 2 role within 2 years and requires limited and specific further development.</p> | <p>Global Leader Full Potential</p> <p>Level 3 manager who is capable of moving now to a level 2 role.</p> |
| <p>3. Business Leader/Specialist Talent Pool Monitor</p> <p>A possible for the level 3 Talent Pool, but too soon to be sure, e.g. less than 12 months service. Monitor and review.</p> | <p>Business Leader/Specialist Talent Pool Potential</p> <p>Level 4 manager who is capable of moving to a level 3 role within 2 years with focused development and could progress further longer term.</p> <p>At least 12 months Service in Smiths.</p> | <p>Business Leader/Specialist Full Potential</p> <p>Level 4 manager who is capable of moving now to a level 3 role</p> |
| <p>4. Function/Project/Team Leader Talent Pool Monitor</p> <p>A possible for the level 4 Talent Pool, but too soon to be sure, e.g. less than 12 months service. Monitor and review.</p> | <p>Function/Project/Team Leader Talent Pool Potential</p> <p>Level 5/6 manager who is capable of moving to a level 4 role within 2 years with focused development and could progress further longer term.</p> <p>At least 12 months Service in Smiths.</p> | <p>Function/Project/Team Leader Full Potential</p> <p>Level 5/6 manager who is capable of moving now to a level 4 role</p> |
| <p>Review Possible Blocker</p> <p>An established manager who is not performing to the level required and may be blocking others progression.</p> | <p>Early Career Talent Pool</p> <p>Likely to be talent who have been purposefully recruited and are being targeted for development to fuel the talent pipeline and are not at a level in the organisation to appear in one of the above boxes.</p> | <p>Critical Retention</p> <p>A manager with a level of skill in their area of expertise and/or have a vast amount of knowledge of Smiths which would be very difficult to replace and would be a major loss to Smiths if they were to leave. Furthermore they are neither able or willing to progress further in the organisation.</p> |