



**HRBizVisory**

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**Practical Tools & advice  
for High Growth**



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**in Key Seats**

## Situation

Key seats which are imperative to drive business need to be nurtured for fostering structured internal growth / career progression opportunities & succession planning. Reach a level of high performance to achieve our BHAGs by creating a team of A players in key seats who are customer centric and outcome oriented. Implement the 80-20 pareto rule.





## **Target**

Have 80% A Players' in key seats over the next 3 years (2021)

## **Purpose**



- Key Seats to be adequately filled (preferably internally / externally).
- Upskill staff to perform better in present & future roles.

## Actionables

The entire program was split into 04 parts:

1. Critical Skill development.
2. Critical Experiences
3. Critical Exposure



## Results

1. A player percentage moved from 57%(2018) to 78% (2021)
2. Rigor for actionables / IDP execution to ensure 100% execution of plans
3. Exit for C rated staff.
4. Redeployment of B rated staff.
5. Hiring process changed to bring on high performing staff.
6. Monitoring of new hires to ensure early attention & retention along with high performance.



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