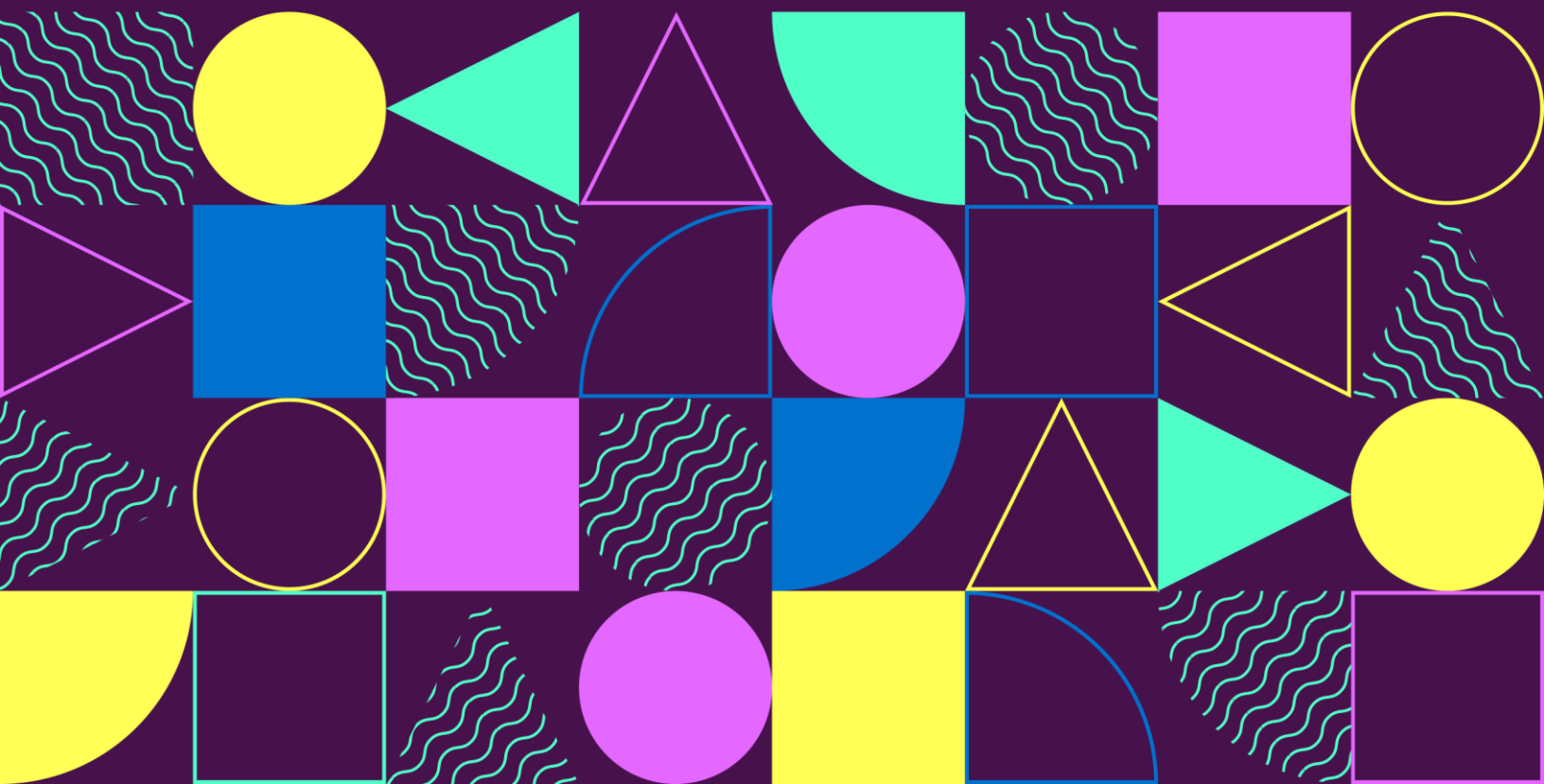


ASSESS360

# The Five Stages of Talent Strategy Maturity

Using an Informed Strategy to Cultivate Effective and Long-Term Culture Change



# The Five Stages of Talent Strategy Maturity

Where is your organization in your journey to reach effective and long-term progress on DEI talent objectives?

Consistently using a maturity model can allow you to continuously and carefully map where you are and where you need to go. Regardless of which stage you are in, knowing where you are in your DEI maturity can help you focus and streamline your plan forward. Even if you are at a more advanced stage of maturity, true DEI commitment necessitates constant reassessment as the world, your organization, and the employee experience all inevitably grow and change.

Seramount experts have developed an effective **Talent Strategy DEI Maturity Model** that we successfully leverage with partners to help them understand where they are and where and how they need to move to strategically advance their DEI talent objectives to improve their employees' experiences. We have identified five stages of maturity that rest under two strategic approaches: selective strategy and informed strategy.

## Seramount's Talent Strategy DEI Maturity Model

### Selective Strategy

Reactively offering DEI programs and initiatives without developing an informed strategy to drive meaningful change

- Stage 1: Risk-Driven
- Stage 2: Initiative-Driven

### Informed Strategy

Proactively targeting efforts to meaningfully enhance employees' experience and well-being through known drivers

- Stage 3: Strategic Objectives-Led
- Stage 4: Leadership-Led
- Stage 5: Culturally Embedded

### Client Success Story

#### A Multi-Billion Dollar Finance Company Moves From Selective to Informed Strategy

- **Challenge:** The company hired a new CDO, and in preliminary strategy conversations with senior leadership, it became clear that the organization was operating under the use of a selective strategy. Initiatives were reactionary and senior leadership believed that the firm should focus solely on increasing representation of historically excluded talent. The CDO was deeply concerned this was not the right strategic path forward based on previous experience as well as preliminary conversations with HET groups where they shared disengagement and low levels of satisfaction.
- **Solution:** Our Assess360 strategy included 31 stakeholder interviews, followed by 14 Employee Voice Sessions<sup>SM</sup> (EVS) with more than 260 participants. The EVS allowed for employees to communicate the drivers behind their low levels of engagement and satisfaction in a safe space. The information gathered painted a detailed picture of the company culture for senior leaders and led to the launch of a formal, Seramount-run sponsorship program to ensure that all top talent was nurtured and developed.
- **Impact:** With guidance from Seramount, a new DEI strategy was created that was championed by senior leadership. One key pillar in the strategic results achieved was through a targeted sponsorship program that resulted in a 30% increase in retention. One hundred percent of the cohorts reported that they had more clarity and positivity about career development leading to the identification and development of people of color and women for leadership positions.

# The Five Stages of Talent Strategy Maturity

Most organizations do not have the data needed to make it past stage two



# How Seramount Can Help

Solutions to Help You Create an Inclusive and Engaging Employee Experience

**Capture unparalleled and unfiltered insight into the perceptions of your workforce to identify levers for building a culture of trust and transparency.**

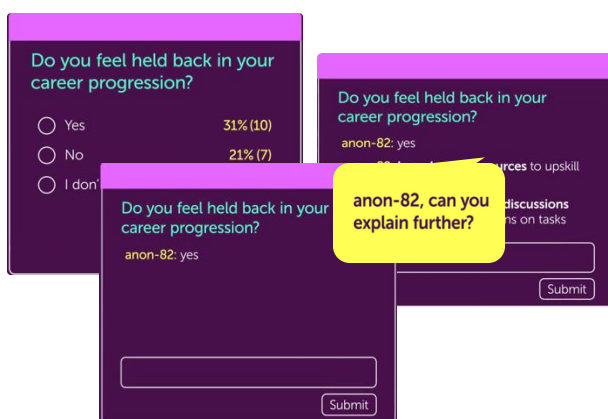
## Translating Employee Data Into an Action Plan

Assess360 is a three-part solution to sustain culture change. An expert consultant focuses on tactical logistics and data analysis, extending the capabilities of HR and Talent teams throughout a multi-year journey.



## What is an Employee Voice Session?

To Uncover Frequently Missed Talent Intelligence—Listen Differently



60–90-minute anonymous, online focus group



Gather rich data in an engaging, safe, and solutions-oriented forum



Deliver an authentic portrait of employees' experiences

"Holding one Employee Voice Session is **like conducting sixty one-on-one interviews at once**. I've never seen another tool that can gather employee insights in such an engaging way."

*-Chief Culture Officer, Global Insurance Company*



## Learn more

about how Seramount can help your organization

[seramount.com/contact-us](https://seramount.com/contact-us)

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## About Seramount

Seramount is a strategic professional services and research firm dedicated to supporting high-performing, inclusive workplaces. Over four decades, we've established a strong, data-driven understanding of the employee experience, which lays the groundwork for everything we do. Seramount partners with over 600 of the world's most influential companies, large and small, to offer pragmatic solutions including best practice DEI research, workplace assessment, employee learning and development, and talent sourcing. These offerings empower organizations to navigate a dynamic corporate environment and to cultivate a resilient, connected workforce that achieves extraordinary outcomes.

