

# Identifying talent for the future at Salzburg AG



Salzburg AG is an energy, transport and telecommunications organisation with its headquarters based in Salzburg, Austria. To manage succession planning, Salzburg AG wanted to ensure its talented people were being developed via its performance programme.

## **The challenge: identifying talented people for the future**

The performance programme within Salzburg AG looks to develop those with talent so that they take on the key roles in the future. The challenge is to identify efficiently and fairly the potential of those on the programme and to develop them into these roles.

## **The solution: using online assessment to benchmark**

Salzburg AG already has a competency model and wanted to benchmark the potential of its people on the programme by using online assessment. The assessment drew on differentiated statements based on the competency model to look at the competencies, motivation and specific intellectual skills of a candidate. After completing the assessment, the detailed and structured feedback interview sought to validate the results and to create an individual development plan. Recommendations are then drawn up and ideas for his or her future career are highlighted such as a manager, specialist or project leader.

*cut-e's* online tailored assessment report suggests interview questions based on the results as well as providing assessment sheets and tips for further development. In addition to this report for the interviewer, there is a specific report for the candidate containing the results in narrative form.

## **The outcome: talent management for the future**

This link between competency and potential for development is how talent management is being viewed in today's organisation.