

Week 4 Paper

JODY-ANN BRADFORD

The talent management strategy for Near You, Inc., will be illustrated through detailed futuristic expectations. The detailed futuristic expectations acknowledge the lack of an operational workforce and the hard work needed to perfect its culture and talent. Our talent strategy will encompass the focus areas of alignment, capabilities, and engagement. The fulfillment of those focus areas is required to model a sense of integrity and agility while functioning as an innovative company.

Through the lens of innovation, the company's alignment focus will set parallel lines that are equal but balanced to support talent and foster a healthy culture. The parallel lines in this scope of alignment will be geared towards a qualitative approach. In a previous discussion, someone stated that essay format questions would do one of two things: it gets the reporter engaged in giving information or not to give unnecessary or unwarranted information. This approach's catalysts are to weed out the unnecessary and unwarranted information that could be subjective and irrelevant to the company's betterment of alignment. Alignment in the company is a goal and is imperative in the culture's longevity to consistently align with innovation inputs and ideas.

However, capabilities depict and dictate the very talent reservoir and ability to meet the customer's needs, reliably and respectfully. This focus aims to hire and maintain a workforce engaged in continuous learning, not afraid of change, and susceptible to new technology and software. Near You, Inc., operates and maintains inventory management software, and given the 2020 recent pandemic, we need to be able to adapt to all possible infringements and

opportunities. (i.e., work from home, company equipment transfers, and infrastructure) The ideal plan of action is to have the company workforce's capabilities as a revolving round table talk. The idea behind the round table talk is to ensure that knowledge from one individual can be transferred to another as the companies' capabilities grow.

Alignment seeks to build the company; capabilities set up significant talent and customer interactions, and finally, engagement is the action step after both alignment and capabilities are at their max. Engagement for Near You, Inc., highlights the individual's commitment and resolve to compile and interact with company mannerism in mind-this is where actions equal participation and no equal action disengagement.

The possibilities of ACE gaps are unpredictable and inevitable for talent strategies and their plan of action. Near You, Inc., however, is more than prepared and ready to combat all situations. With an open/transparent work culture and approach, we believe that strategies and action would stand a chance of making an impact by supporting constant learning, qualitative applications, and a revolving table that is open to questions, concerns, and knowledge. We aim to create a commonality not focus but supported to maximize innovation.