



# Talent Management at NDU

**Why?** - To ensure the most valuable and critical NDU asset - its PEOPLE – are fully engaged in carrying out the NDU mission.... to imagine, create and secure a stronger peace by inspiring innovative, adaptive national security leaders

## **What?**

- Systematic approach to hiring, developing, and retaining the best people
- Focuses on building and cultivating a talented, agile, and responsive workforce.
- Includes recruiting, selecting, sourcing, assessing competencies, analyzing competency gaps, training/coaching, and career and succession planning.

## **How** to Apply Talent Management at NDU?

- Identify, define, review and refresh NDU talent needs to enable mission success
- Define functional discipline competencies and overarching characteristics and qualities necessary to execute the mission.
- Define Talent Management Process to ensure competencies are defined and factored into hiring decisions

## **Result**

Attract, develop and retain staff who:

- Exhibit the highest standards of ethical behavior
- Approach responsibilities in the context of the larger NDU, DoD, and intergovernmental interests
- Collaborate effectively across organizational and functional boundaries



# Board of Visitors Guidance/Discussion

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What specific considerations and/or competencies should we consider in recruiting and retaining outstanding professional staff and faculty?

What factors and comparable market analysis can you recommend NDU consider as we proceed with these talent management elements and specifically on compensation and length of renewals?

What are your ideas on how a board could work from a process perspective as well as what its charter could be? (Peer Review?)