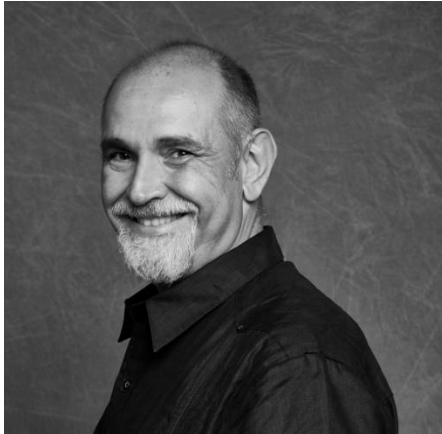


## BOARD AND HUMAN RESOURCES: HOW TO ATTRACT, RETAIN AND MOTIVATE



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*Deputy CEO & Group Director  
Human Capital and Organisation Development,  
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Organised By



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# What is “Talent Management”?

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- **A strategic driver of organizational goals such as effectiveness, efficiency, social impact, trust among donors and partners, compliance and continuity of the organisation.**
- **Not an operational function**



# Key Challenges in Talent Management

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- Limited resources to attract talent
- Retaining and motivating staff
- Operational vs strategic boards



# The Board's Role in Talent Management

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- **Develop a strategic view of long-term talent needs**
- **Set direction to recruit and train for strategic positions**
- **Provide framework for compensation and retention of key staff**
- **Develop leadership pipeline**
- **Inspire and catalyse organizational culture**



# Talent Management of the Board

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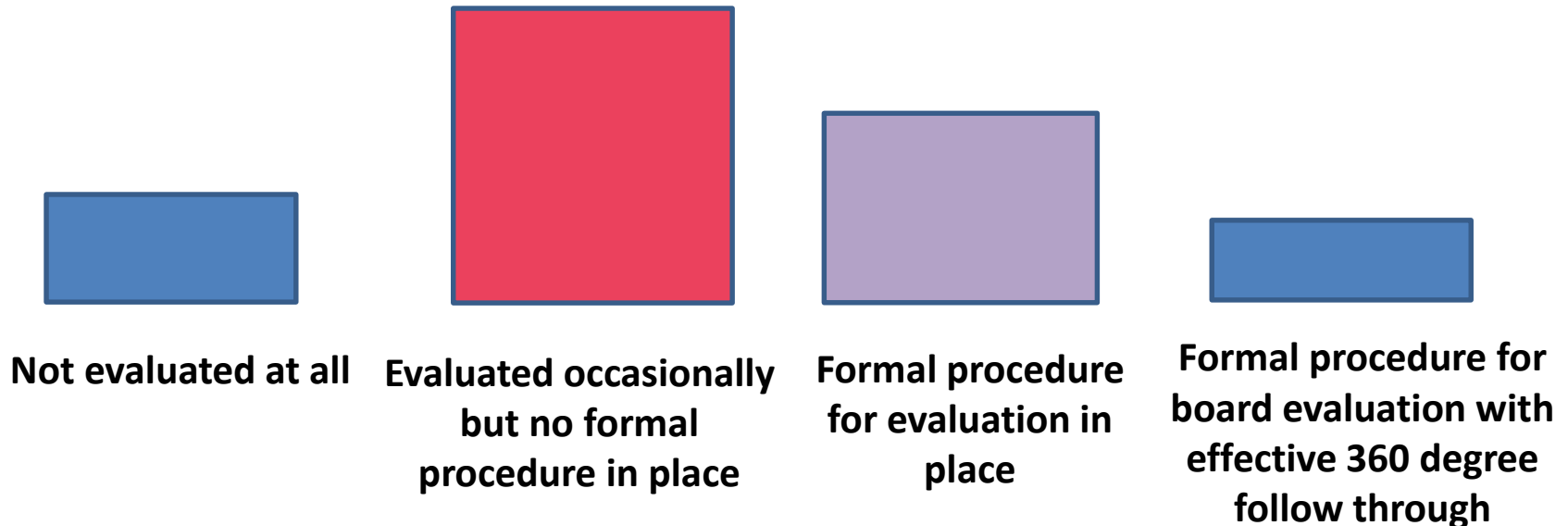
- Define key profiles for the board based on the strategy
- Manage board composition to enhance value of the board
- Ensure board members have required knowledge to discharge their duties
- Plan for renewal and succession
- Measure board effectiveness

# Talent Management of the Board

Which of the following describes your organisation's current practices for board evaluation?

Source:

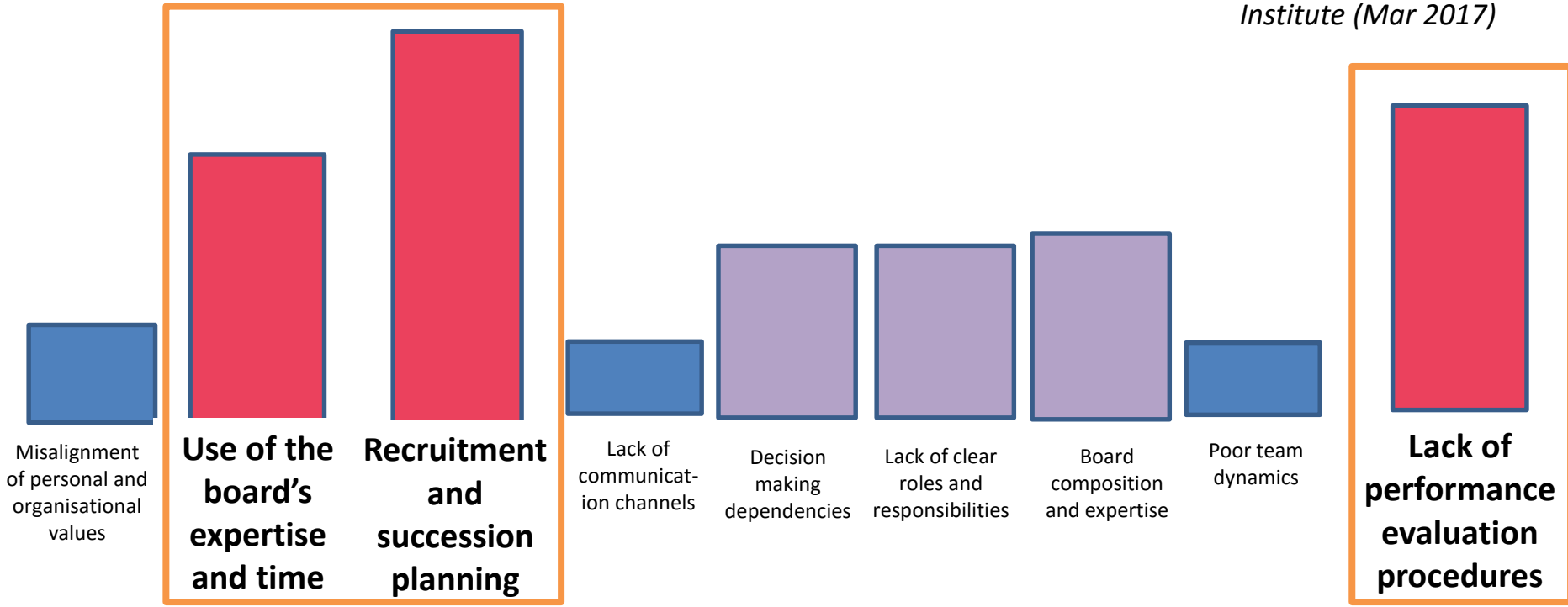
*Poll conducted among participants of the Board Members Network Session at the Social Service Institute (Mar 2017)*



# Talent Management of the Board

Source:  
Poll conducted among  
participants of the Board  
Members Network Session  
at the Social Service  
Institute (Mar 2017)

Which of the following describes the challenges facing your organisation's board performance?





# Summary: Role of the Board and Organisation in Talent Management

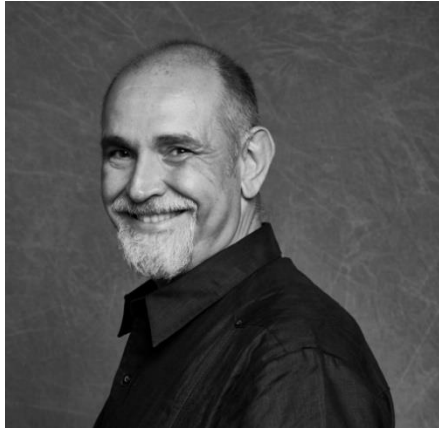
Organisation	Board
<ul style="list-style-type: none"><li>• Take a Strategic View</li></ul>	<ul style="list-style-type: none"><li>• Define Profiles Needed</li></ul>
<ul style="list-style-type: none"><li>• Focus on Key Roles</li></ul>	<ul style="list-style-type: none"><li>• Manage Board Dynamics and numbers</li></ul>
<ul style="list-style-type: none"><li>• Determine Pay Standards</li></ul>	<ul style="list-style-type: none"><li>• Ensure Board Training</li></ul>
<ul style="list-style-type: none"><li>• Develop Leaders and Ensure Pipeline</li></ul>	<ul style="list-style-type: none"><li>• Implement Succession Plan</li></ul>
<ul style="list-style-type: none"><li>• Set Organisation Culture</li></ul>	<ul style="list-style-type: none"><li>• Measure Results</li></ul>





# Thank you

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