

**Discussion questions for Podcast 1 with Rhonda Brighton Hall – Talent management and the future of work**

1. What changes, if any, have you observed in how you/your team manages talent, performance and recruitment in the last 1-2 years?
2. Rhonda posits that the most important questions HR should be asking themselves when thinking about talent management practices:

* Are our people developing?
* How many people are breaking through glass ceilings?
* Are people from diverse backgrounds getting to the top?
* How much time are you spending on supporting career development for people in your business group?

Is there where you spend your time in talent management?

1. In Human Resources, we use ontologies all the time to arrange, document, and categorize lots of information about people (eg role descriptions, job families etc). A skills ontology helps organisations make sense of the skills and experiences needed now and into the future. Do you think they have a place in your workplace to support better recruitment practices, development and mobility opportunities?
2. How do you/your team manage succession planning for critical roles in your agency? How many roles have you identified as “critical”, is it more of less than 25% of organisation roles? How often do you re-check if these roles are still critical?
3. How does your organisation define potential?
4. Culture