

Supporting Top Talent

Supporting Top Talent

INTRODUCTION

At Syensqo, Managers are expected to support their team members' development, whatever their potential.

HR supports Managers by challenging and advising them on talent-related topics.

Additionally, HR has a responsibility to educate employees on Syensqo's approach to development and support top talent in their scope.

What to do as HR?

Strategic HR Business Partners (SBPs) and Site HR Partners have important and distinct roles to play in Top Talent identification and development.

Where SBPs typically have greater visibility and are closer to those in the Future Leader talent pools (S20-S22), Site HR Partners typically know and are closer to Early Emerging and Emerging Leader (S15-S20) talent. Therefore, the activities described below may be adjusted and carried out by SBPs or Site HR Partners in their respective scope.

- Review and understand [Syensqo's approach to talent management](#), in order to help employees understand where they fit in.
- Review and understand the [Top Talent criteria](#) to support and challenge Managers on an employee's eligibility for these programs.
- **Act as a conduit** between employees and the Site, GBU, or Function leadership. Employees often feel more comfortable sharing their professional development and challenges with HR.
- **Share your observations** with leaders to support [talent discussions](#) where others may lack visibility.
- **Ask questions, challenge, advise, and help leadership test their thinking** when it comes to talent. For example:
 - Why do you want to nominate this person? How did you make the decision?
 - Have you and the individual discussed their aspirations?
 - How have they demonstrated their commitment to development?
 - What practical steps have they already taken toward their development?
- **Share development planning resources** with Managers and employees.
 - [Development Discussion Guide for Managers](#) | How can I support my employee's development?
 - [Development Planning Guide for Employees](#) | How can I create a meaningful development plan?

Date of last update: 19 Feb 2025

- [Top Talent Management at Syensqo](#)
- [Development Discussion Guide for Managers](#)
- [Development Planning Guide for Employees](#)