

# TALENT STRATEGY PLANNER

Name:

Date:

Your people (and their talents) are the greatest driver of capacity and often the largest expense. Use this worksheet to identify how people inform your current and future business, and where to spend time in your business to make the most of your human capital investment.

People & Culture: how strongly do you agree with the statement below?	Current	Desired	Describe what your desired rating looks like
We have the right people in the right seats, and alignment in attitude and effort.			

## BUSINESS MODEL & OBJECTIVES

Current business model		Solo		Silo		Ensemble		Enterprise
Desired business model		Solo		Silo		Ensemble		Enterprise
Business Objectives		Growth		Efficiency & scale		Balance & lifestyle		Maximize value

Metrics						
	Profitability revenue - expenses/revenue	% of revenue invested in people	Revenue per advisor	Revenue per staff including advisors & partners	# of client per advisor	# client per staff
Current						
Target	25%-35%	65%-75%	\$600K-\$800K	\$300K-\$400K	< 150 outsourcing <100 not outsourcing	< 60, average is ~35

Target ranges are based on industry benchmark data from the Investment Pricing, Profitability, and Compensation 2022 Study. Ideal targets may vary by firm based on goals, business model, and objectives. These are meant to provide guidance.

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Below are the core components of a strong talent strategy.

Resource Checklist		Notes
	We have an organizational chart of our current team and the next three years or more	
	We have a compensation and incentive philosophy and plan. It is sustainable as we grow.	
	We have communicated it and our staff understands it	
	We stress test our compensation plan annually	
	We have a defined hiring and interview process (hiring checklist)	
	We have defined onboarding and exit processes (onboarding guide)	
	All team members understand the firm's goals and objectives	
	All team members understand their goals and objectives	
	Everyone has a job description and/or understands their and each other's roles and responsibilities	
	We have a structure to communicate to the entire team	
	We have a schedule and structure for individual check-ins, performance, and compensation reviews	
	We provide development opportunities and career pathing	
	We have a succession plan (if applicable)	