



## TALENT MANAGEMENT AS A DIFFERENTIATOR



### Situation

A large manufacturing company with an international law department was concerned about the looming risk of attrition and “brain drain” from senior team members.

### Solutions

By working with senior leadership in the law department and partnering closely with HR business partners, Morae Global designed a comprehensive Talent Management Program that:

- Developed career advancement and training opportunities.
- Customized career ladders to provide clear paths for growth and advancement.
- Created rotational opportunities for professional development and retention of top and “high-potential” talent.
- Built a functional training calendar to shore up critical skills.

### Benefits

The law department improved employee retention rates by “growing its own” while building bench strength for workload spikes and unwanted attrition. The company’s lawyers and other legal professionals discovered a newfound passion and dedication for their work, as demonstrated by overall service delivery to the business.