

Tyson Foods Employee Development Program

In the article, "Growing Talent as if Your Business Depended On It", talked about Tyson Foods, a family company based in Springdale, Arkansas who in 2001 devoted little time and money into their sporadic leadership development program. In 2002, the CEO realized that his ad hoc approach to leadership development was not working. Leaders at all levels were either in or out and they did not contribute their time and effort to the new talent development system.

John Tyson realized they needed a formal employee development program. Tyson learned from his uncommitted development approach and implemented a "talent alignment and optimization" initiative for leaders from across the organization to strike a balance between the supply of talent and the demand of talent (Cohn, 2005).

Companies can learn from the benchmark. Talent management and Optimization is an important enabler for long-term organizational success. Often companies may start with Employee Skill Matrix to give them a head-start in identifying, motivating and mentoring future leaders to help company sustain and evolve.

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