

# Work with Hi-Po

## ► Talent Development Challenge

In your company managerial role is distributed between specialists with different degree and specialization level:

- ♦ Strong Team Leads with a solid team
- ♦ Junior Team Leads with 2-3 subordinates and limited people management function
- ♦ Project Managers with distributed teams and with in-house teams
- ♦ Program Managers with a several teams in subordination

Due to Company's fast growth you've got a task to propose an approach toward managerial development. CEO is ready to invest budget but he expects a detailed argumentation of the proposed approach as well as evaluation metrics.

### Task:

1. Please, suppose the best program for talent development (including metrics for final evaluation of the efficiency).
2. Indicate role of HRBP in this process.