

# **Organization Culture and the Employee Experience as the Lynchpin for Talent Strategy**

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**VP – Global Talent Management  
Marriott Vacations Worldwide**

# My Career in Logos

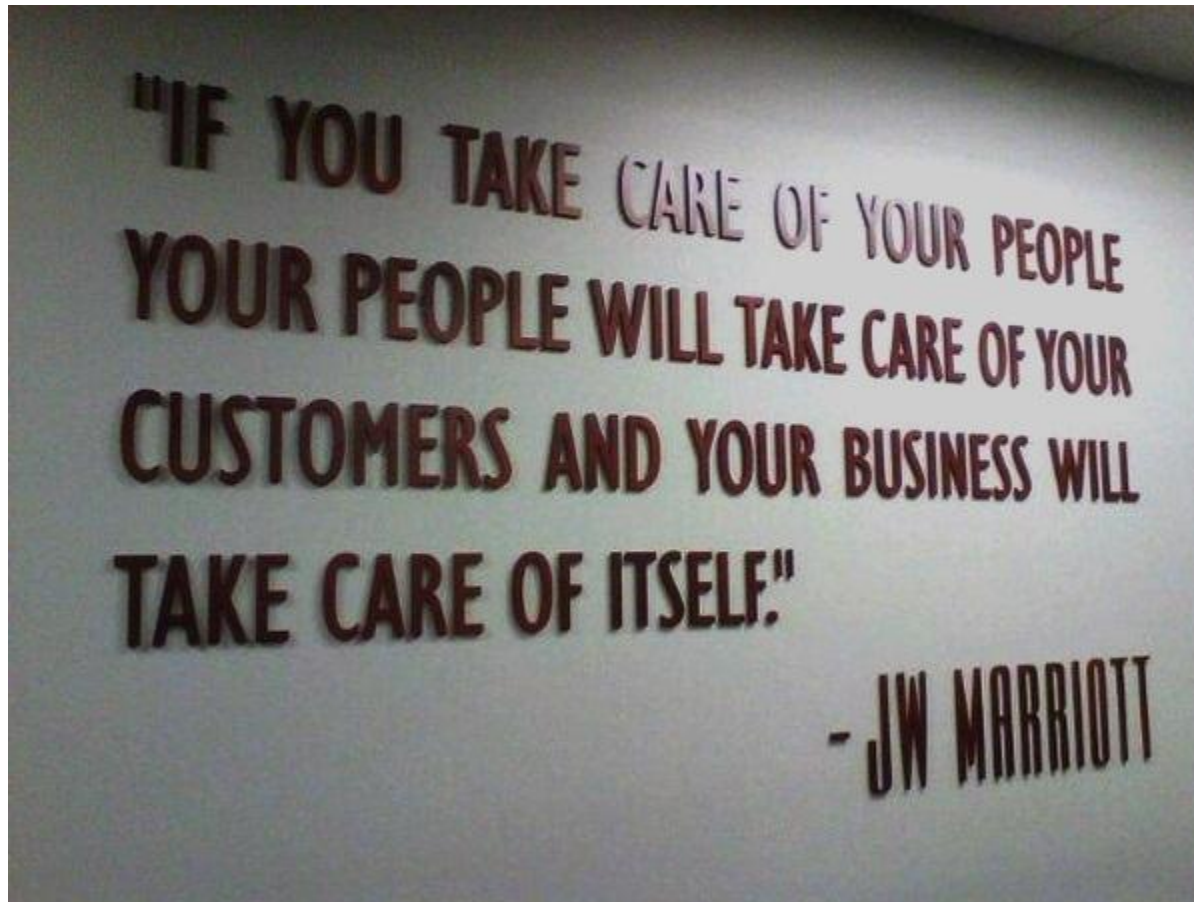


**MOTOROLA**



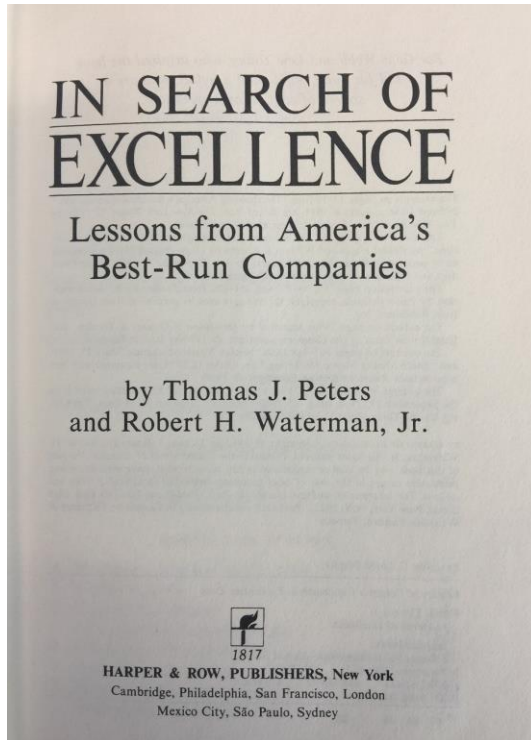
## JW Marriott Quote

MARRIOTT  
VACATIONS  
WORLDWIDE  
SM

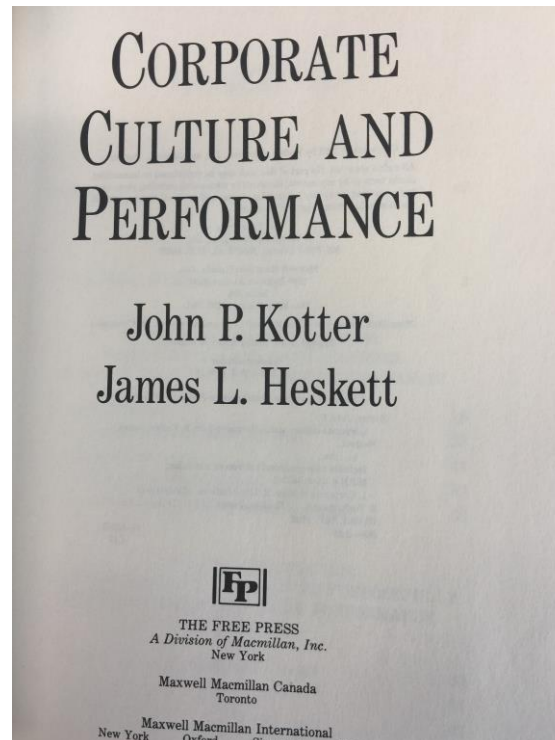


# Standing on the Shoulders of Giants

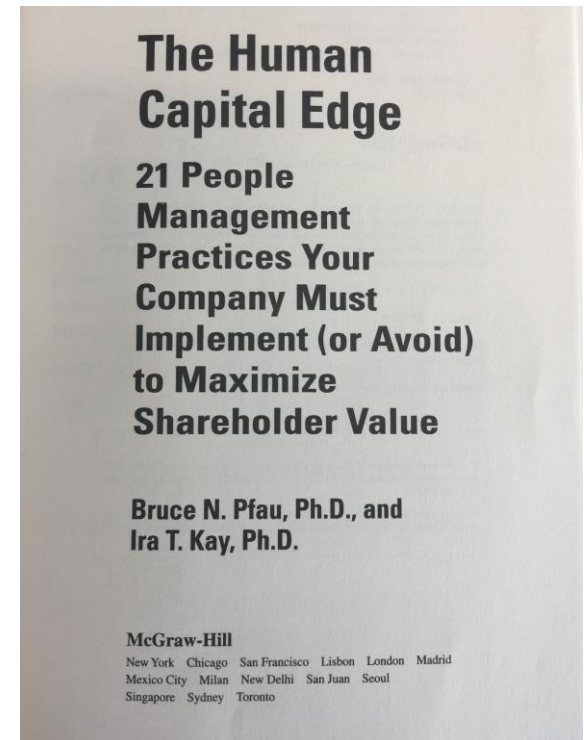
MARRIOTT  
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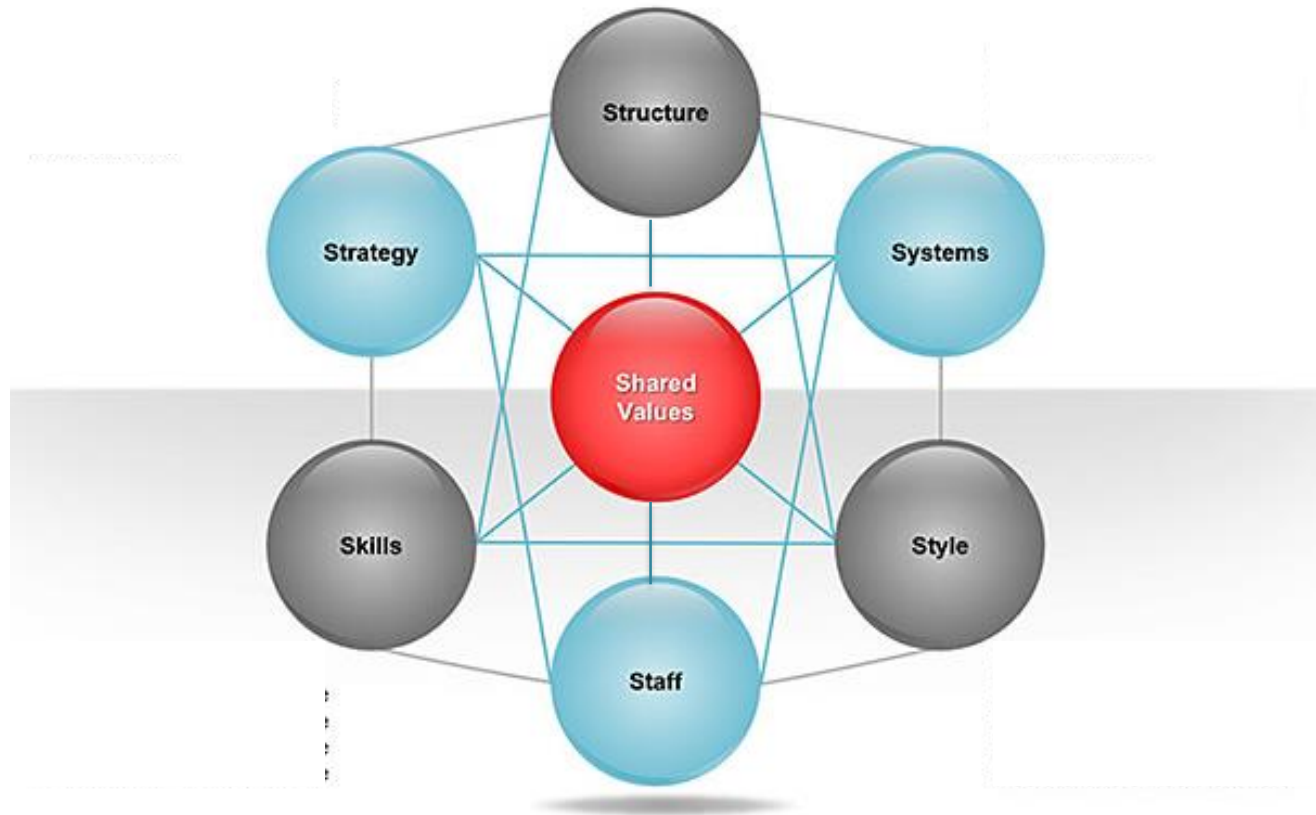


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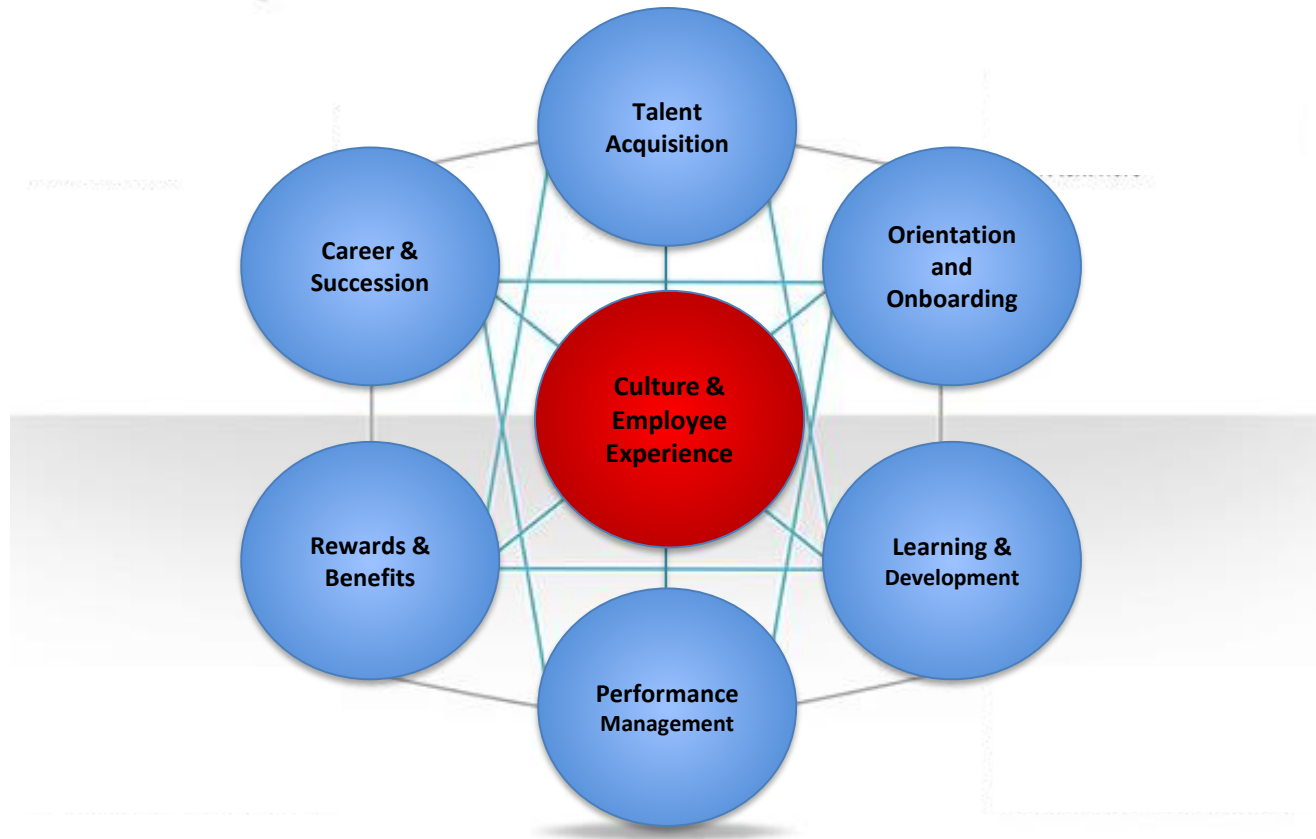
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# McKinsey 7 S Model



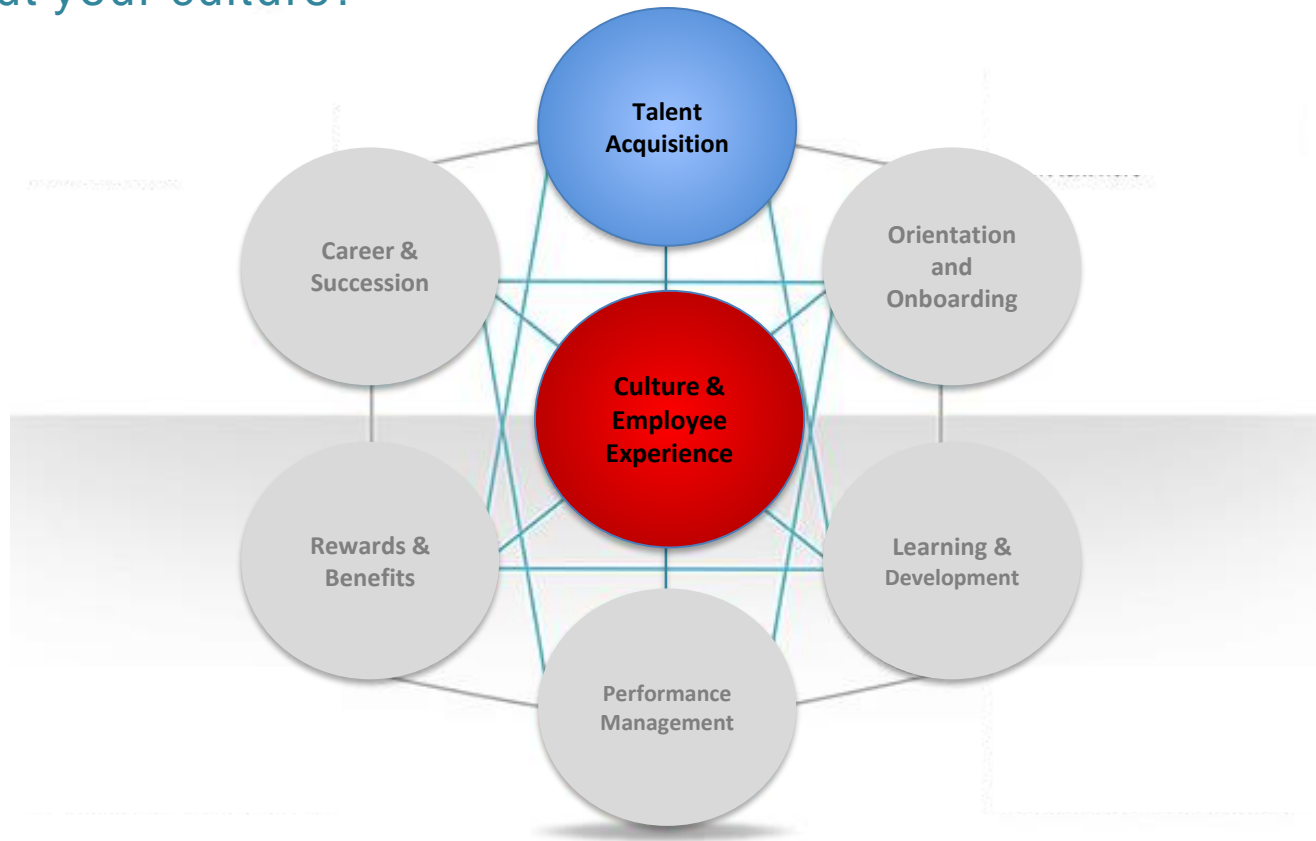


# Culture Aligned Talent Management



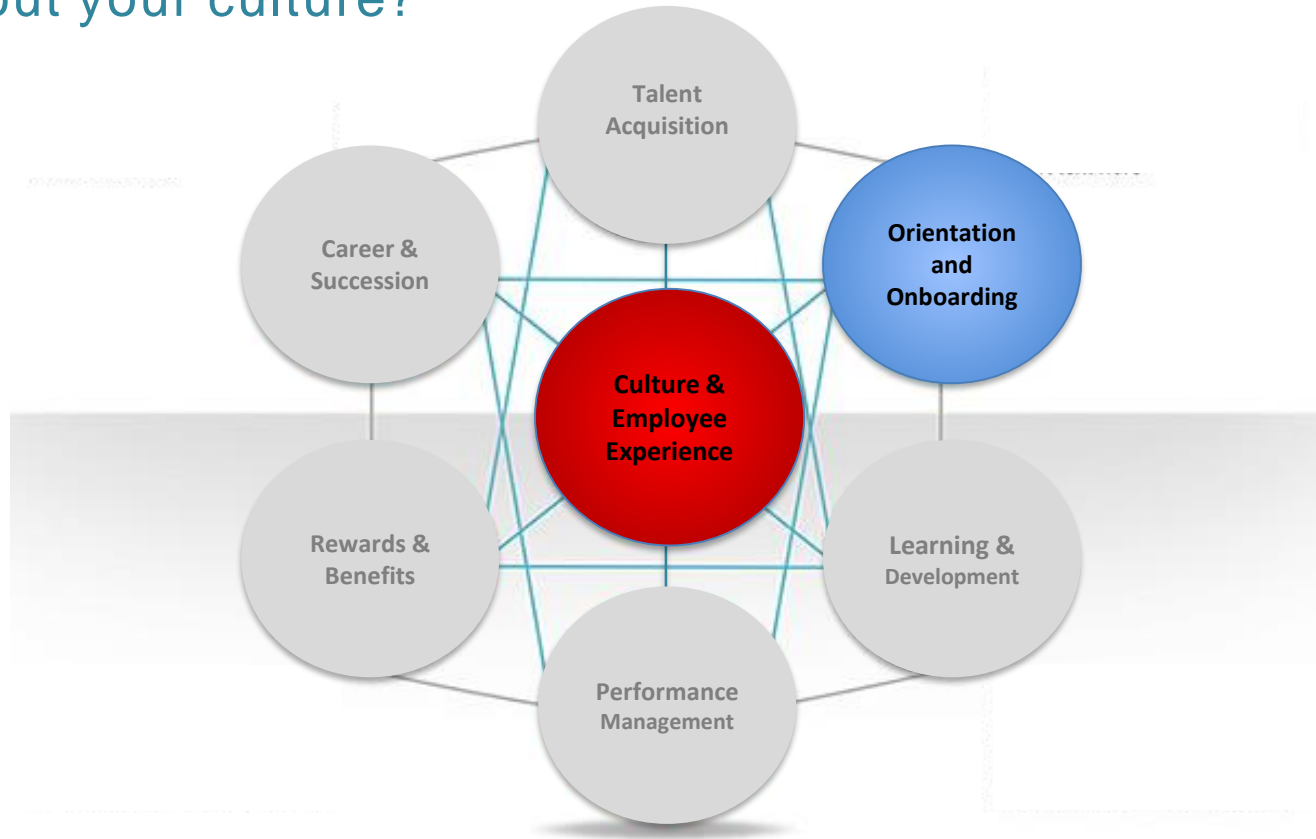
# Recruit

What does your talent acquisition process say about your culture?



# Onboard

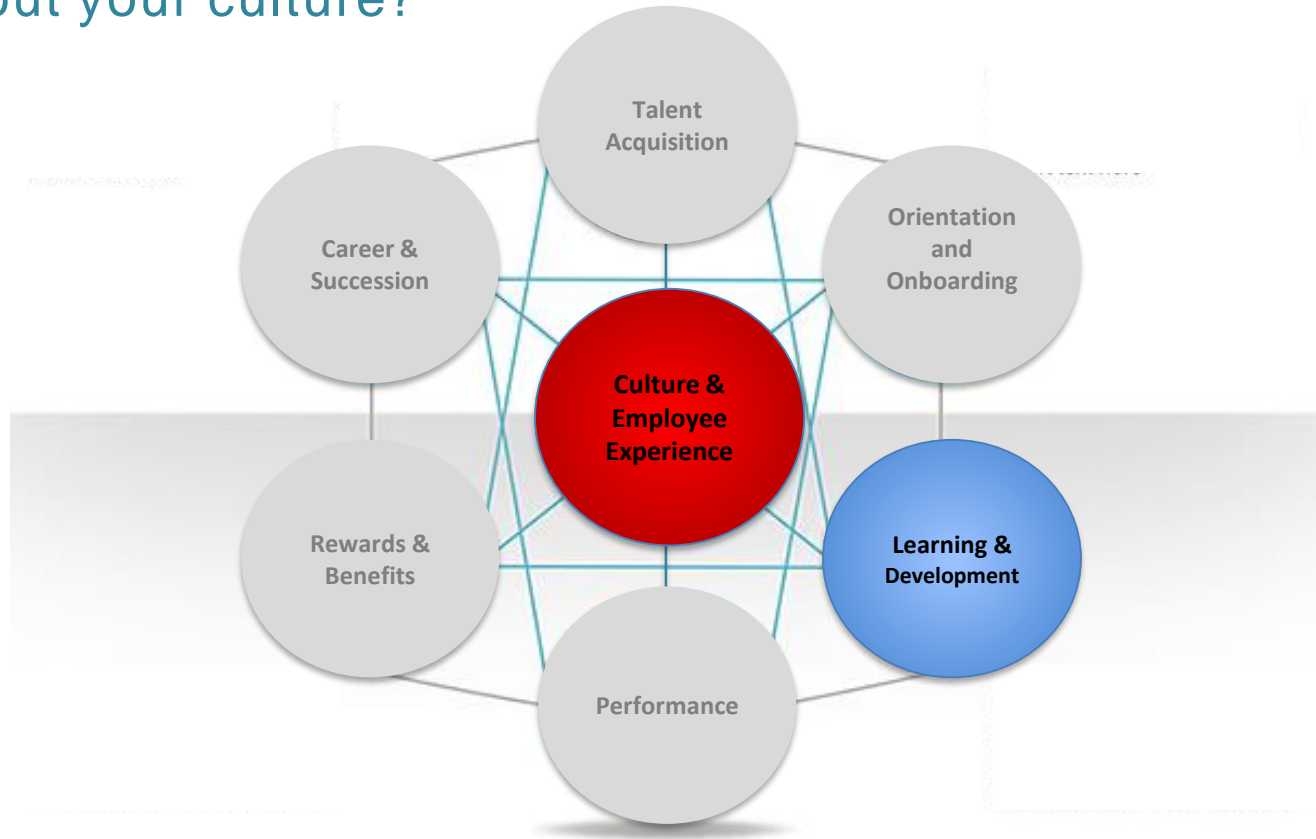
What does your onboarding process say about your culture?





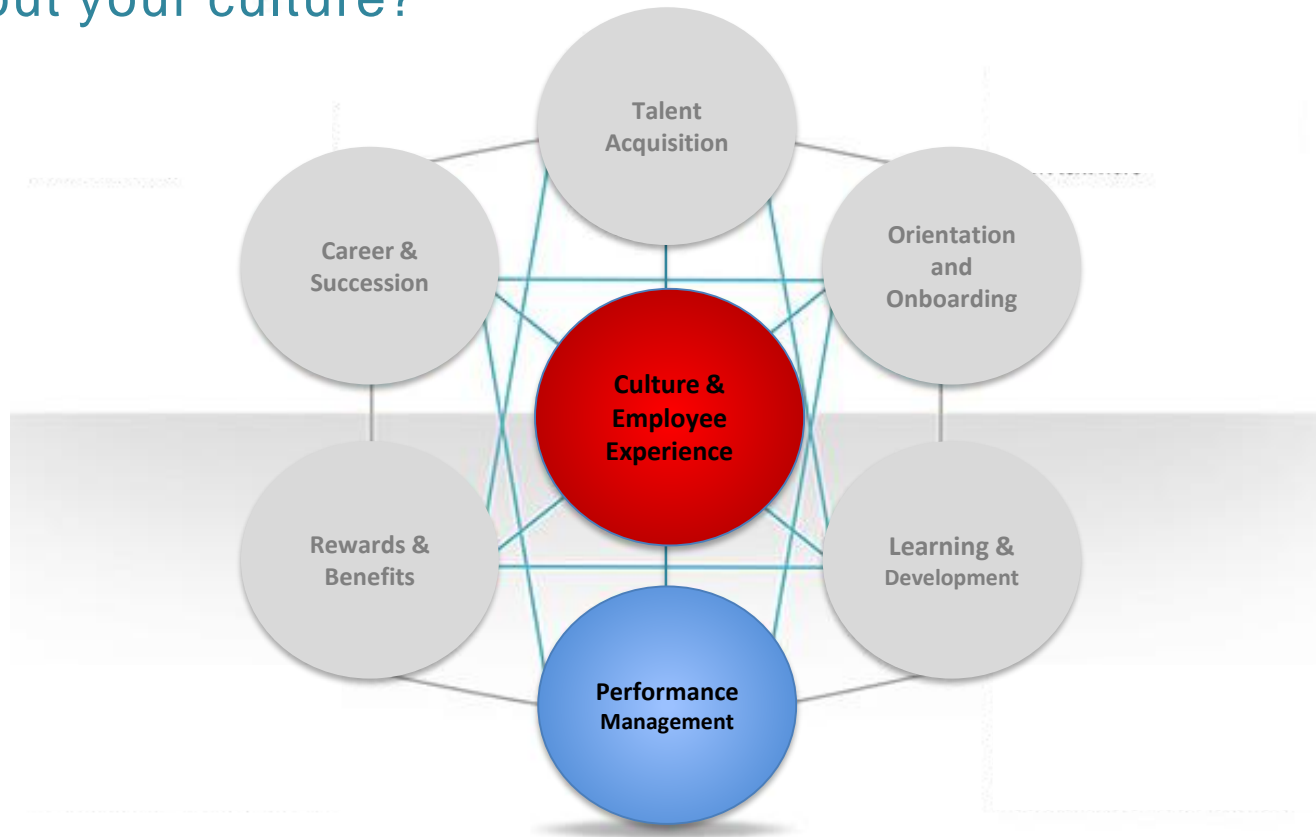
# Develop

What do your learning & development processes say about your culture?



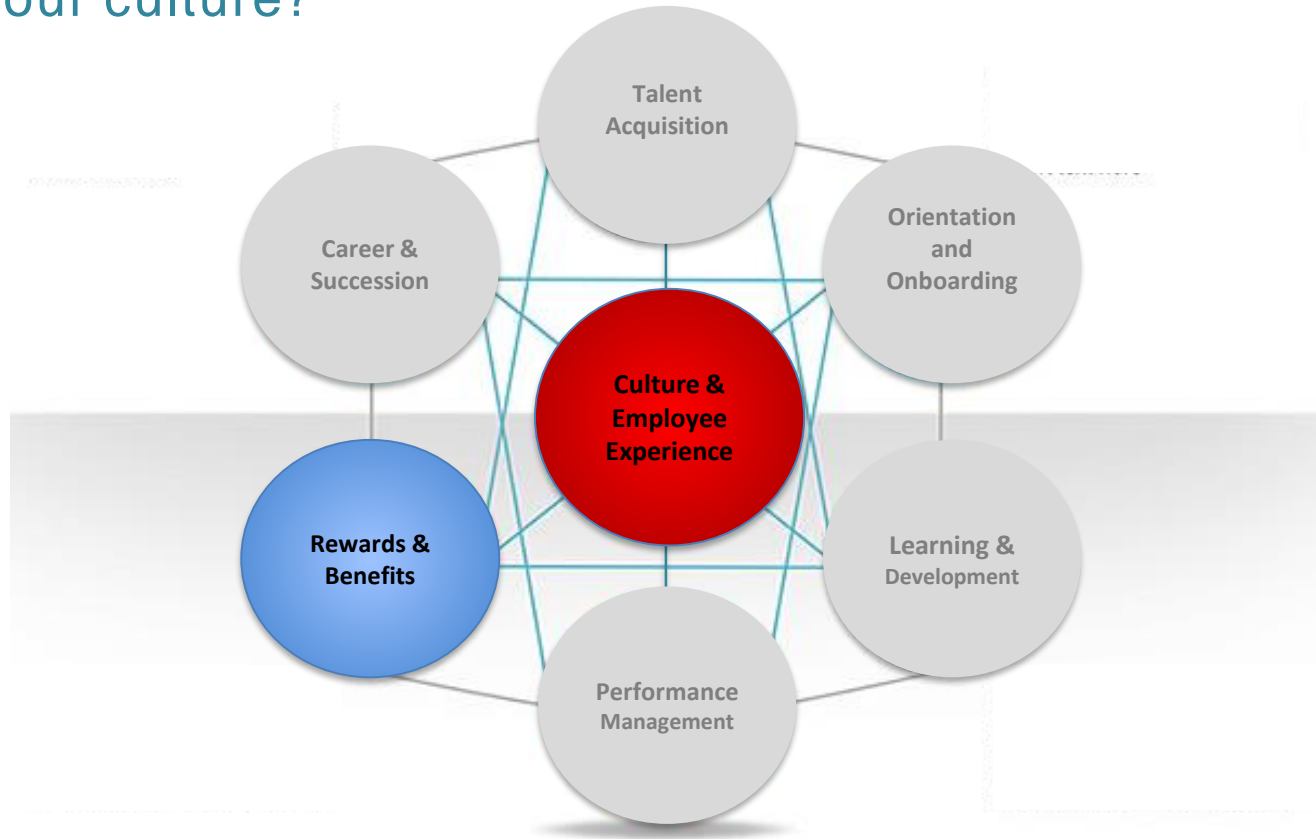
# Performance

What does your performance management process say about your culture?



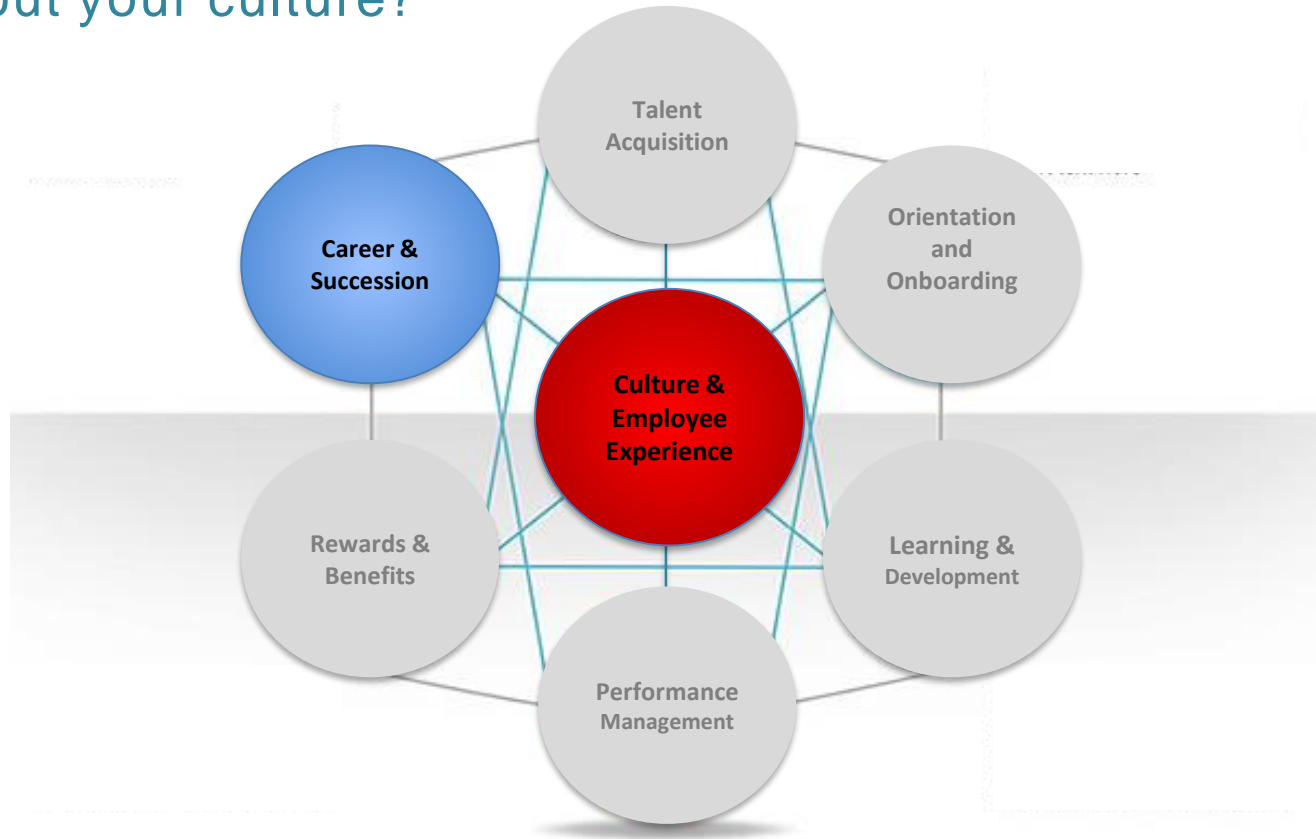
# Reward

What do your reward and benefits processes say about your culture?



# Career & Succession

What do your career and succession processes say about your culture?



# Culture Aligned Talent Management

