

Talent Misalignment Is a Business Risk. We Fix It.

Across industries, people problems don't just slow momentum — they destroy value. Unclear roles, misaligned compensation, and weak leadership pipelines are among the most common and costly threats to any organization's growth and performance. Kim Keating Consulting partners with organizations to identify and resolve these risks before they hold your business back.

100+

Organizations Assessed

20+

Years in Strategic HR

40+

Countries of Experience

THE COST OF MISALIGNMENT IN YOUR ORGANIZATION

Organizations of all sizes and sectors are vulnerable to talent misalignment. The warning signs are often hiding in plain sight:

- **Compensation structures that no longer reflect the market** and fail to attract or retain the talent you need.
- **Career pathways that are undefined or inconsistent**, leaving high performers without a reason to stay.
- **Leadership teams with skills gaps** that slow execution and create single points of failure.
- **A culture that hasn't kept pace with growth**, creating friction between founders, managers, and teams.

THE TALENT ALIGNMENT MODEL™

The TAM is a proven diagnostic and action framework that evaluates organizations across four interconnected dimensions — and builds a clear path to alignment:

CULTURE

Shared values and behaviors that define how work gets done — and how fast your company can move.

CAREER

Clear pathways from hire to succession that align individual ambition with your growth roadmap.

COMPETENCIES

The skills and capabilities required today — and the talent development strategy needed for tomorrow.

COMPENSATION

Pay structures aligned with performance and market expectations — designed to drive retention and sustainable results.

HOW IT WORKS

ASSESS

Evaluate HR and business alignment across the 4 C's using data-driven insights

ANALYZE

Identify gaps, strengths, misalignments, and cost implications

ACT

Target initiatives to accelerate alignment and improve financial indicators

ADJUST

Monitor progress, refine strategies, sustain momentum