

**IREN KOLTERMANN – SENIOR ASSOCIATE**

Iren Koltermann brings more than 15 years of experience helping companies develop effective talent management strategies that enable her clients to grow their businesses. Her clientele benefit from her experience and impressive track record in reducing talent attraction costs and increasing the ROI associated with managing talent providing a positive return on investment.

Iren Koltermann specializes in all aspects of talent management, especially attraction, retention, and employee engagement. Because of her ‘integrated’ approach, the benefit to her clientele is a practical, proven solution to talent management in a shifting economy.

Iren’s well developed skills and an extensive contact network to successfully identify and source global talent. Ms Koltermann’s years of experience in the field of multi-cultural talent management gives her the required knowledge and cultural perceptions to interact effectively and efficiently across global communities. Iren is active in the business community as a keynote speaker and panelist on topics of global talent management, performance measurement, and talent recruitment strategies.

**Areas of broad-range expertise:**

- Developing/implementing strategies or “talent framework” for attracting, engaging and retaining top talent
- Developing and launching diversity outreach recruitment programs to include multicultural recruitment, retention and succession planning strategies
- Creating diversity mentoring and coaching programs for corporate clients to address the unique requirements of both employees and constituents of a diverse supply chain
- Assessing/analyzing capability gaps and recommending solutions
- Leveraging employment branding and innovative recruitment strategies such as Employer of Choice best practices to help clients ‘win the war for talent’
- Identifying performance metrics to evaluate the effectiveness of talent strategy programs and recommending changes that will increase the ROI.