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Looming Talent Shortage Threatens Organizations' Competitiveness

Preparing for the Perfect Storm

NEW YORK, NY-- For many organizations, the looming talent crisis is the human capital equivalent of the perfect storm. There will be no 100 mile per hour winds... no 100-foot ocean waves.... and no loss of life. However, three singular business conditions - shifting demographics, economic conditions, and low employee engagement - are set to converge and create a talent disturbance rarely, if ever, experienced in American business.

Succession Management has been identified by management experts, company boards, and human resources professionals as a key strategy for fortifying an organization against the talent shortage predicted for the coming decades. "**The Perfect Storm: Preparing for the Talent Tornado,**" a recently released white paper by **Fenestra, Inc.**, details the complex issues surrounding succession management and offers recommendations for combating the looming talent crises. Based on current literature and their own extensive client experience, Fenestra consultants Russell Lobsenz and Katie Sokol have developed a model to help organizations reinforce their succession management systems and plan for effective transitions.


"Ensuring leadership continuity is one of the most critical challenges facing organizations today," notes Lobsenz. "The exodus of a generation of leaders is fast approaching, leaving a massive talent void in its wake. How and when organizations address this talent shortage will in large part determine their sustainability."

Organizations expecting to rely on external talent to replace departing employees may be in for a rude awakening. A lack of supply coupled with high demand for available talent will likely leave organizations scrambling to fill critical positions. According to Sokol, "The ability of an organization to develop a robust internal leadership pipeline will be critical to its success. Developing leadership capability internally ensures a sufficiently deep bench to replace key individuals."

The white paper appears in the October 24th, 2005 issue of HR.com's *eBulletin* and is available for download at HR.com (www.hr.com) or the Fenestra web site (www.fenestrainc.net).

About Fenestra

Fenestra is a provider of premier HR technology solutions. We employ our suite of products and services to manage selection and development of employees in multiple industries. These include financial services, pharmaceuticals, manufacturing, consumer goods, education, marketing, retail, and hospitality. Additionally, our tools are employed by other leading consulting firms in the pursuit of excellence in their client organizations.



Fenestra specializes in technology-enhanced assessment centers that provide a scalable, relatively low-cost method to determine employee/job fit, identify high-potentials, and target employee development plans to increase bench strength.

Fenestra, Inc is a division of Sandra Hartog & Associates, a boutique consulting firm based in New York City.