

# **Identifying Strategic Approaches to Talents Policymaking In Order to Increase the Efficiency of the Governing System of the Islamic Republic of Iran**

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## **Abstract**

As the prominent pioneers of social change, elites of every society have an essential role in achieving goals and realizing national policies. By creating supportive capacities and formulating appropriate policies to manage talents, the governance system's future can be made more efficient to achieve public interest. This study's fundamental purpose is to identify strategic approaches in elite field planning, and the central question in this research can be posed as "What are the strategic approaches to determine the key issues in the elite field planning to streamline the governance system?" In this research, to identify the approaches, first documentary studies have been adopted, and in the strategic analysis, Bryson's strategic planning model has been employed. Four strategies for elite policymaking have been proposed: Internal- Agent-Based, External- Agent-Based, Internal- Structure-Based, External- Structure-Based. In the final part, the AHP decision-making model is used to prioritize the proposed approaches, and Internal- Agent-Based and Internal- Structure-Based have been identified as having the highest priority in elite policymaking.

**Keywords:** *Elite, Governance, Talent Management, Policy Making, Strategic Planning, Multi-Criteria Decision Making*