



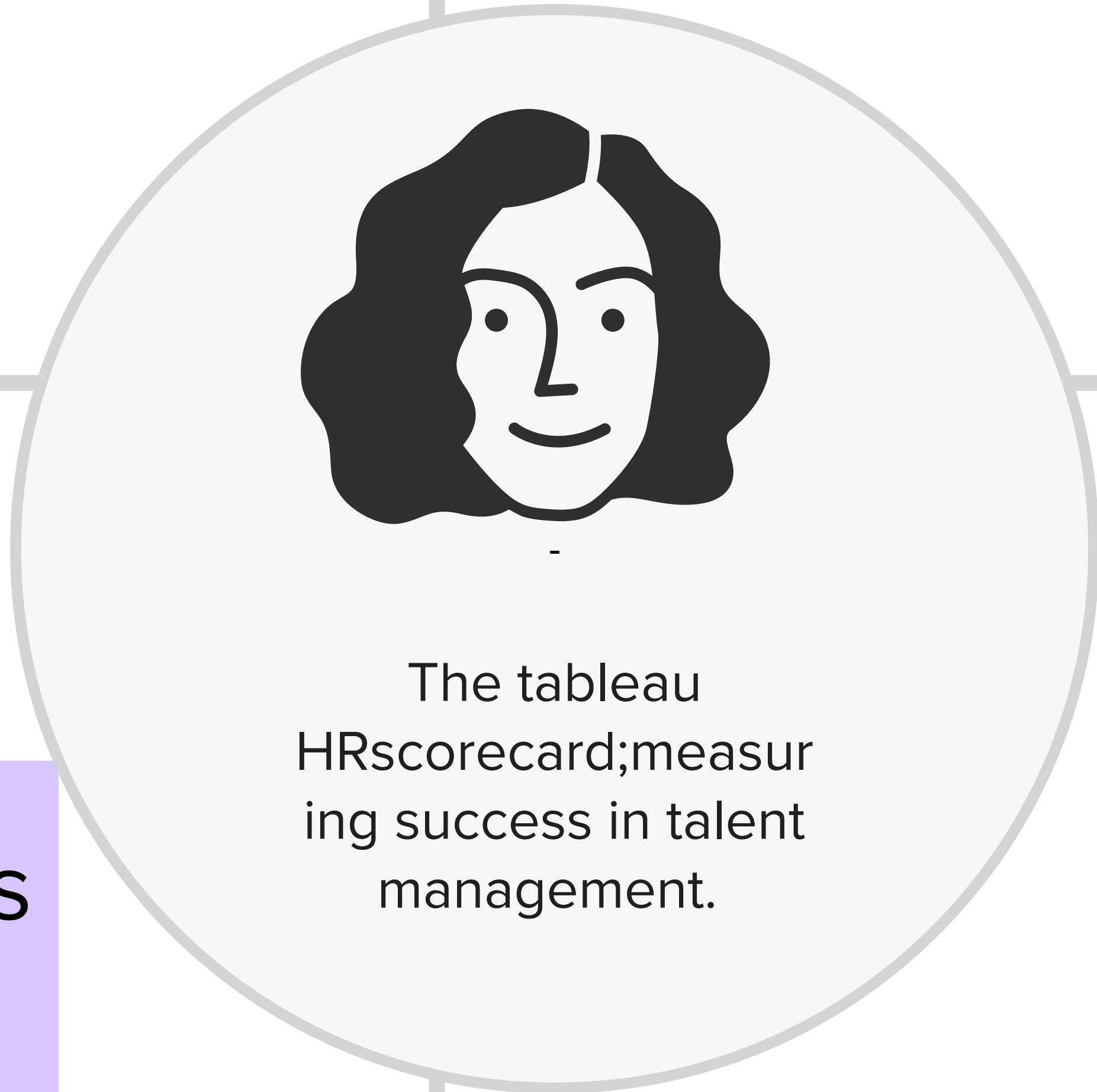
Says

What have we heard them say?
What can we imagine them saying?

Global recruiting efficiency and effectiveness.Effective pay equityand efficiency comparative pay analysis pay for performance.

New leaderhip models and needs total talent mobility talent pools and segments.

Team allgnment pay equity managerial expertise.



Individual assessment for talent measurement.measure talentwith quantity metrics.

Use quality metrics for talent measurement.use self-evaluation to gauge employee performance.

Success won't be handed to you.



Does

What behavior have we observed?
What can we imagine them doing?



Thinks

What are their wants, needs, hopes, and dreams?
What other thoughts might influence their behavior?

There should be incentive cash prize or some perk for achivement.provides organizations witha way to measure their performance in critical areas.

This process can help improve the overall performance of the business and ensure that it remains competitive.

Improves overall performance of the organization.

Talent mobility this metric tracks the mobility of employees both in and out of a company.

Talent turnover.
High-potential talent.

Time to full productivity per full-timeequivalent.



Feels

What are their fears, frustrations, and anxieties?
What other feelings might influence their behavior?