



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



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

Individual assessment for talent mansurement.

Measure talent with Quality metrics.

Use self-evaluation to gauge employe.

Success Won't be Handed to You.

Talent Mobility this metric tracks the mobility of employes both in and out of the company.

Talent turnover

High - potential talent.

Time to full productivity per full- Time equivalent.



The Tableau Scorecaard
Measuring Succes In Talent Management

Global Recuting efficiency and effectiveness

Effective pay equity and Efficiency comparative pay analysis pay for performance.

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

There shoul be incentive, cash prize , or some perk for achievement.

New Leadership models and needs total mobility talent pools and segmants.

Team Allgnment pay equity managerial expertise.

Provides Organizations with a way to measure their performance in critical areas.

Improves overall performance of the Organization.



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



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