

Says

Effective pay

comparative pay

analysis pay for

performance.

equity and efficiency

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

Global

Recruiting

Effciency and

Effectiveness

Thinks
What are their wants, needs, hopes, and dreams?



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

What other thoughts might influence their behavior?

there should be incentive, cash prize, or same perk for achievement.

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

New leadership models and needs total talent pools and segments.



The tableau HR
Scorecard;
Measuring Success
in Talent
Management.

Individual
Assessment
for Talent
measurement.

Measure Talent with Quantity Metrics.

Use Quality
Metrics for
Talent
measurement.

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

Time to full productivity per full-time equivalent.

High potential talent.

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?

