



Says

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

Effective pay equity and efficiency
comparative pay analysis pay for performance

Team allgnment
pay equity
managerial expertise

New leadership models and needs total talent mobility talent pools and segment.



Thinks

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

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

There should be incentive, cash prize, or some perk for achievem
ent

Provides organizations with a way to measure their performance in critical areas



Measuring success in talent management

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Individual assessment for talent measurement

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

Talent turnover

Measure talent with quantity metrics

Use self-evaluation to gauge employee performance

High-potential talent

Time to full productivity per full- time equivalent



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?