



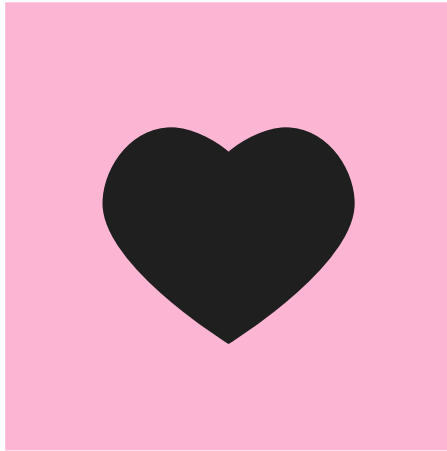
Says

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?



Feels

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



Does

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



It refers to the practice of evaluating and assessing the effectiveness of talent management strategies and initiatives within an organization

It includes metrics such as employee retention rates, performance evaluations and work force diversity

Evaluating employee performance and development over time to determine if talent management initiatives contribute to growth and productivity

Evaluating how well talent management strategies align with the organization over all mission, vision, and strategic objectives

Success includes creating an environment where all employee can thrive

Assessing the impact of training and development programs on employees skills competencies and career growth

Defining specific and measurable goals for talent management initiatives, aligning them with the organization strategies priorities

Achieving talent management goals can lead to a sense of optimism about the organizations future.

Using insights from data analysis and feedback to refine talent management strategies and practices.

Gathering relevant data and metrics to assess the effectiveness of talent management efforts

Employees may feel grateful when their contributions and development are prioritized

A well managed workforce is more likely to drive innovation and adapt to changing market conditions