

What have we heard them say? What can we imagine them saying? Executives: "We needdata to make informed talent decisions". HR professionals: "We need a better way to measure talent management And just doing this <u>can</u> be useful as it integrates HR into the Business The tableau HR scorecard: Measuring success in talent management Number of Terminations - Top 10 Reasons Headcount Number of FTEs Percent Female 49.8%
Average Age 41.5 5 Quarter Trend High Performer Population Headcount
Span of Control
Turnover Rate
Diversity Rate
Percent Female
Average Age ⊕ # Terms / Month Cumulative Replacement Cost (\$ m) **Employees In Critical Role** Turnover Rate
Diversity Rate
Percent Female Executives: performance. in talent management.

Managers: "Will this help me identify areas for improvement?



professionals: "Is this scorecard easy to implement and use?"

Thinks

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

What other thoughts might influence their behavior?

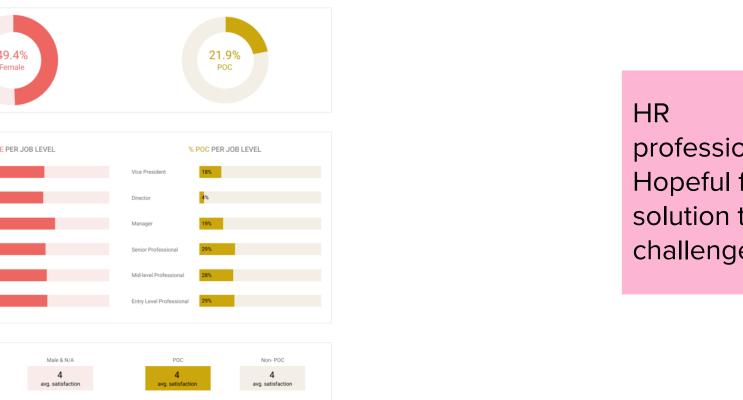
Executives: "Can this data drive organizational growth?"





2,422 employees displayed

HR DIVERSITY SCORECARD



PERSON OF COLOR (POC)

Anxious about performance evaluations.





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

