# Async brainstorming

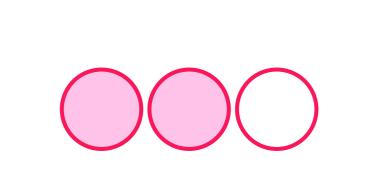
# A brainstorm method tailored for async collaboration

### INTRODUCTION

Design an inclusive and effective brainstorm with this template tailored for async collaboration. These activities are great when calendars are packed, participants can't meet live because of time zone conflicts, or when you just want to give collaborators more time to think about their ideas.







People 2 - 20 1-2 hours

**Difficulty** Intermediate

### **AGENDA**

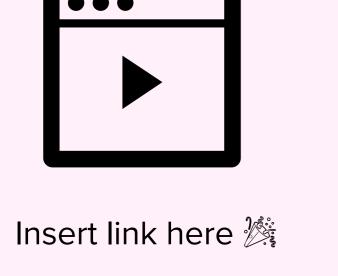
- 1 Define your problem statement
- 2 Brainstorm
- **Group ideas**
- 4 Prioritize

### PREPARATION FOR ASYNC WORK

Before sharing this mural with collaborators, review the facilitation recommendations for async projects. Then, define the problem statement and fill out section 1.

Provide collaborators with a timeline for each phase of the brainstorm — then explain the activity checkpoints below. Consider recording a quick explainer video, if collaborators are unfamiliar with async collaboration.

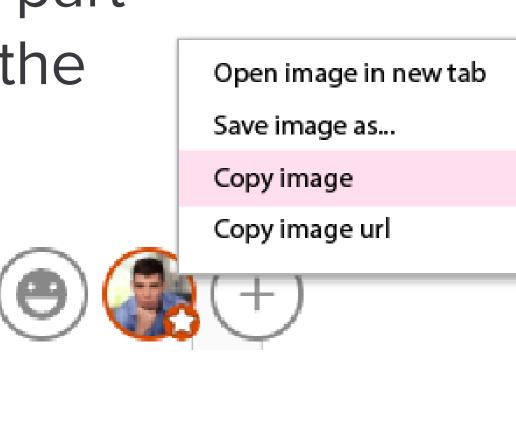




### **ACTIVITY CHECKPOINTS**

Add your profile picture here to help track the team's progress. After you finish an activity, move your avatar below.

You can easily add your profile image by right-clicking your avatar in the lower part of the mural - selecting the option "copy image".



Left-click any part of the mural and paste the image with ctrl (cmd) + v.Hello!



You can use surveys, feedback, interviews, or focus groups to assess how your employees feel about their work, their managers, their colleagues, and your organization. You can also measure indicators of engagement and satisfaction, such as retention rate, turnover rate, absenteeism rate, or employee referrals.

Brainstorm completed - I'm ready for grouping ideas

Industry and Parameterion Rate. Employee Turnover Rate. **Retention Rate. Employee Distribution.** High-Potential Talent. Hiring Cost. Time to Hire. Employee Net Promoter Score

Group ideas completed

Reveormance Evaluations.... Skills Assessments.... Behavioural Assessments.... Potential Assessments.... Succession Planning Metrics.... Diversity and Inclusion Metrics.... Identify Areas of Improvement.... Measure the Effectiveness of Talent management

Goal reached - I have finished the prioritize step

Move your avatar here Share your feedback

# Define your problem statement

What problem are you trying to solve? Frame your problem as a "How Might We" statement. This will be the focus of your brainstorm.

How Might We HR SCORECARD IN MEASURING SUCCESS IN TANENT MANAGEMENT

overview or record a loom



# Brainstorm

Write down any ideas that come to mind that address your problem statement.

Remember, the key rules of brainstorming are:

**Advice** 

Defer judgment

Go for volume Build on the ideas of others

Stay on topic

Encourage wild ideas

Be visual

PRO TIP: Select a sticky note and click the pencil icon in the menu to sketch.



 Time-to-fill: Measures the amount of time it takes to fill an open position. ... Cost Per Hire. Measures the cost of recruiting and hiring a new employee. ... **Employee Turnover Rate....** · Employee Engagement. ... Diversity and Inclusion Metrics.... · Talent Mobility. ...

· High Potential Talent.

A talent management system is critical to an organization's ability to operate in the most efficient and cost-effective manner possible and to achieve and maintain a competitive edge. But, no talent management strategy is complete without performance indicators

A talent management system includes pre-developed reports and graphs that cover the basics, such as: Turnover rates Average length of employment Recruiting statistics (average time to hire, placement ratios, average length of stay for new hires, etc.) Aggregated performance

evaluation scores

This is the difference between the skills the organization needs to achieve its goals and those that its current workforce possesses. Most skill gaps can be corrected through the implementation of comprehensive training programs, or by using a talent management system to realign employee roles and responsibilities based on individual strengths

This indicator assesses employee perceptions of the abilities of the organization as a whole. Do workers believe that the company and its staff are well-prepared to execute nportant plans and achieve strategic goals? Unlike the employee satisfaction index, which measures each individual's opinion of their specific job, this metric provides insight into the reputation of the organization among its workforce

### Grain ideas Oloup lucas

The facilitator should group all the ideas from the brainstorming process (step 2). After that, you should add your opinions by adding arrows to point ideas into other groups and sticky notes and icons to share your thoughts.

PRO TIP: This is a great place to use color coding. You can change the color of multiple sticky notes at once.

**Group 1** 

 Adopting more sophisticated talent management systems Viewing talent management as a competitive advantage Turning raw data into actionable knowledge

**Talent management** involves recruiting the right candidates and helping them advance in their careers. It's a part of the human resources (HR) process and can define an organisation's commitment to hiring the top talent in

Group 2

**Enhances your** company's performance: When you retain topperforming professionals, you can easily achieve any organisational goal.

Group 3

Group 5 **Drives innovation:** Talent and topperforming employees can solve complex business problems using innovative tools and ideas.

Group 6

The facilitator should copy and paste the groups from step 3 into this area and setup the vote details. Let's vote! Add a vote on sticky notes you think are a high priority. You can also add your vote to an entire group.

Talent management includes six key components that can help your organisation hire and retain the right workforce. These components are:

### Planning

Planning is the first component of talent management and helps you seek talent with the right skills and experience. In the planning phase, you assess your current employees to see what works well with your company. For example, if employees with a certain skill set and characteristics perform better than others, you can plan to hire more such employees. In the planning phase, you are responsible for the following:

Identifying human canital requirements

Employees who constantly undergo coaching, training and mentoring are often more productive at work. To motivate your team, you can frequently provide constructive feedback while praising their efforts. Constructive feedback helps your employees strengthen and develop skills, so fostering a culture packages. When your employees deliver exceptional quality of trust can encourage employees to reach out to their managers for honest feedback and encouragement.

For motivating and managing employees, you can focus on providing rewards and recognition. When employees surpass the expectations for their role, engage your employees by offering rewards beyond financial compensation and bonus work, you can also consider offering a reward to recognise their efforts.

High-priority Low-priority