



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?

Diffine;
Talent management is a constant process that involves attracting and retaining high quality employees

1.Attract
2.Retain
3.Engage

EX;
Oracle-people soft
Infosvs-talent edge

Objective of talent management;
1 .Creating future leader from within the organization

2 . Compete effectively in a complex and to achieve growth in pesent and future

3 . Employees empowerment

Talent is sum of;
A person's abilities

2. Skills, knowledge, experience.

3. Intelligence

4. Ability to learn grow

Talent =Competence=commitment= contribution

Types;

1 .Unidimensional talent

2.multydimensional talent

Concept of talent management;
1 .Attract
2.Retain
3.Engage

Model;
Planning
↓
Attracting
↓
Selecting
↓
developing
↓
Retaining
↓
Transitioning



Persona’s name

Short summary of the persona

Planning;
1. Talent performance and behavior to date
2. develop the job description and keyroles

Individual development process loop;
1.Rating
2. Self description
3. Learning
4. short term goals
5. Regular self

Transitioning;
1. Movement of employees to another role
2. Retirement benefits to employees

Attracting ;

1.Employee value proposition
2 .it forms a part of marketing
3 .Attract the type of talent

Succession planning process;
1. workforce planning
2. Development planning
3. Special assingment

Conclusion;
As a strategy,talent management is not wholly owned by the HR department infact it requires HR professionals to work with mangers and supervisors within the company's ranks to this strategy into action



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?