

Says

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

> Talent management is a constant process that involves attracting and retaining high quality emlpoyees 1.Attract 2.Retain 3.Engage Oracle-people soft

Infosvs-talent edge

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

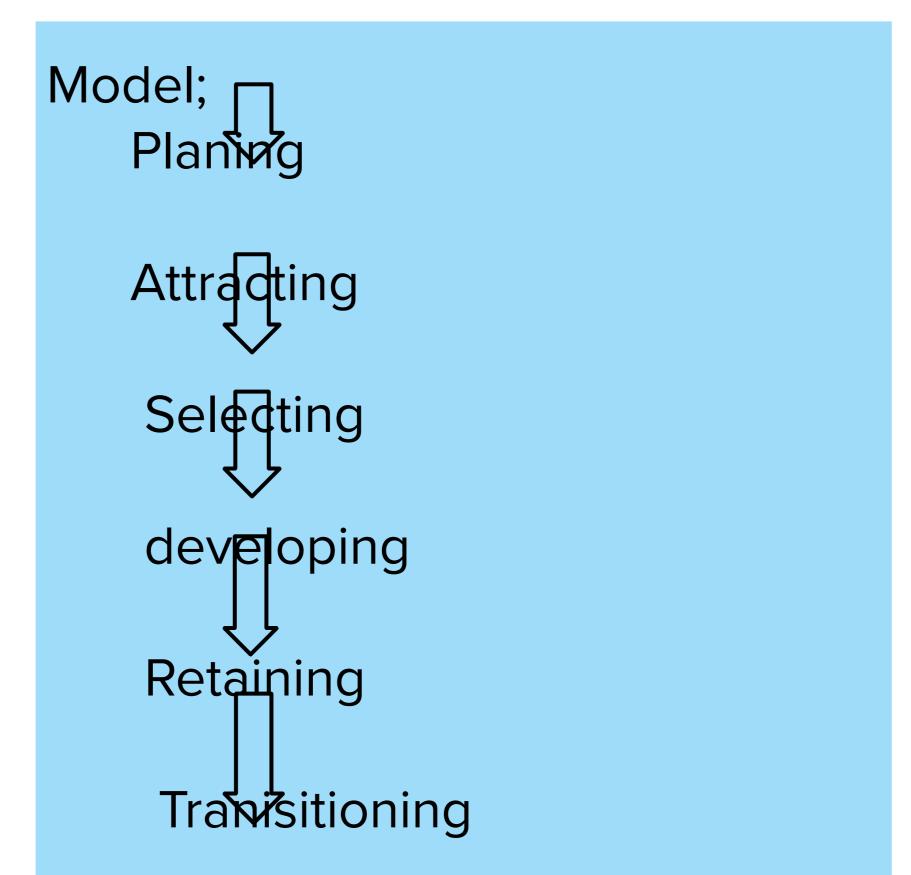
What are their wants, needs, hopes, and dreams? What other thoughts might influence their behavior?

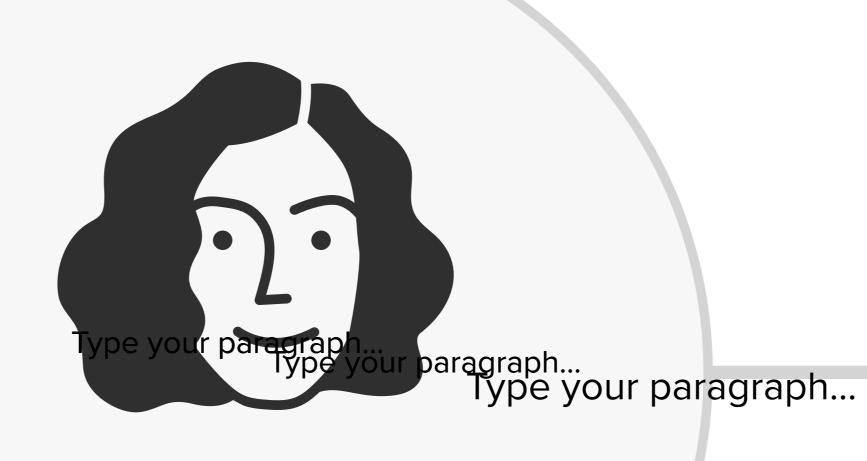
Thinks

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. Employes empowerment





Short summary of the persona

Persona's name

Individual development process loop;

- 1.Rating
- 2. Self description
- 3. Learning
- 4. short term goals
- 5. Regular self

Planning;

- 1. Talent performance and behavior to date
- 2. develope the job description and keyroles

Transitioning;

- 1. Movement of employees to another role
- 2. Retirement benefits to employees

Does

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

Attracting;

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

Succession planning process;

Concept of talent

management;

1.Attract

2.Retain

3.Engage

- 1. workforce planning
- 2. Develpment planning
- 3. Special assingnment

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

Feels

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



