

Says

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

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

other thoughts might influence their behavior?



Are our talent management efforts aligned with our organizational goals?

How can we measure the success of our talent management initiatives?

Identifying areas for improvement is crucial for enhancing talent management.

We should focus on metrics that demonstrate the impact of talent management on overall business performance.

We need to understand the correlation between talent management and employee retention.

I need a solution that saves time and effort in talent management reporting.

Thinks

We need to evaluate the effectiveness of our talent management strategies.

I want to identify areas of improvement in talent management processes.

Analyzing HR metrics helps us make datadriven decisions for talent management.

There might be gaps in our talent management processes that need to be identified.

I hope this tool simplifies the process of measuring success in talent management.

I am curious to explore different visualizations for talent management data.

I am looking for a tool to visualize and analyze talent management data.

Main key
components of
Talent management

I need to track various metrics related to talent management.

I want to make datadriven decisions in talent management. Are there any areas where we are falling behind in talent management?

What actions can we take based on the HR metrics analysis?

I find it challenging to communicate HR metrics effectively.

Are we effectively utilizing our talent resources?

HUMAN RESOURCES

Conducting performance evaluations and assessments.

Regularly review and update talent management strategies

Tracking Employee
Turnover rates

We desire a talent management approach that fosters employee engagement and satisfaction.

We want to feel confident in our talent management strategies.

Confident in measuring HR's contribution to organizational success.

Implementing talent development programs and succession plan

Creating reports and presentations on talent management performance.

Collecting and analyzing data related to talent management.

It is frustrating not knowing the effectiveness of our talent management initiatives.

Motivated to improve talent management practices.

Confident in measuring HR's contribution to organizational success.

Implementing changes and improvements based on talent management analysis.

Implement training and development programs based on identified areas for improvement

Establish
performance metrics
aligned with talent
management goals

Excited about uncovering insights to drive talent management strategies.

Curious, Empowered Confident, Frustrated

Sharing talent management insights with stakeholders.

Does

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

Impatient

Feels

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



