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



A well-constructed HR Scorecard aligns talent management goals with overall business objectives.

> The HR Scorecard helps HR professionals and organizations define and track performance metrics related to talent management.

The HR Scorecard relies on data and analytics to evaluate the effectiveness of talent management strategies.

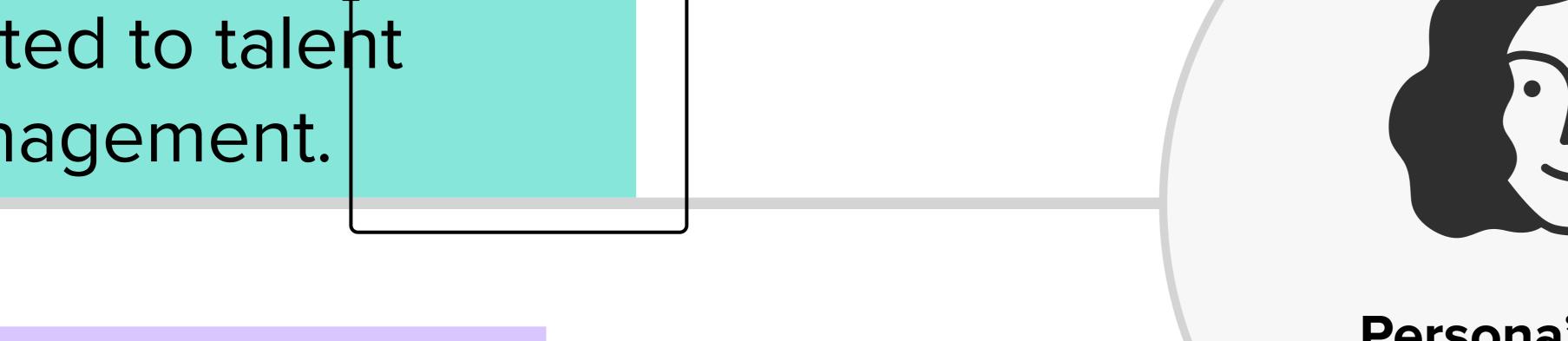
Over time, the HR Scorecard can demostrate the long-term impact of talent management.

Define clear and relevant HR metrics and KPIs that align with the organization's goals.

Ensure data accuracy and quality, as the success of HR Scorecards hinges on reliable data.

Interactive features in Tableau enable users to drill down into data, filter informayion, and explore trends.

Tableau excels at turning complex HR data into visually appealing and easyto-understand dashboards.



The HR Scorecard should align with the organization's overall business objectives.

Depending on the setup, the scorecard can provide real-time or real-time updates.

The scorecard may include historical data to track trends over time.

data.

It's a flexible tool that allows HR professionals to track and display

Persona's name

Short summary of the persona

HR Scorecards often include tracking progress toward specific talent management goals.

Interactive features in Tableau dashboards enable users to explore data.

A well-structured HR Scorecard aligns talent management goals with broader strategic objectives.

The HR Scorecard serves as a communication tool within the organization.

**Feels** 

What are their fears, frustrations, and anxieties?

What other feelings might influence their behavior?

Does

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

