



Says

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

We want to make sure our efforts to manage talent are actually working.

I wish i could easily visualize and communicate the HR metrics to stakeholders.

" we are spending a lot in hiring, but are we picking the right people ?."



Thinks

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



" Are we making most of our Human Resources ? "

If i can't explain the data well, it might be hard to convince others to support new ideas and projects.

" I need a tool that can help me to create a interactive HR dashboards. "



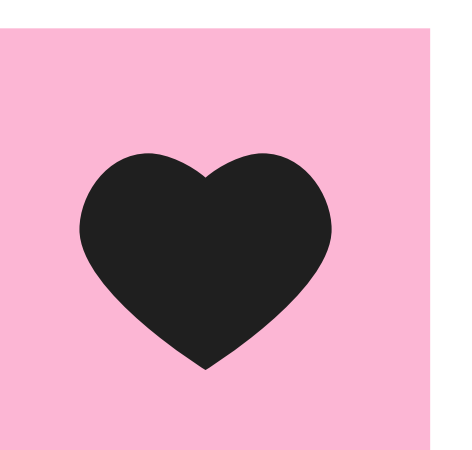
Miracle

Transforming Data into Decisive Talent insights for a Future Driven Workforce



Feels

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



concern and anxious about accurately evaluating employee engagement and retention rates.

Frustration: when data collection and analysis is time consuming.

Curiosity : to discover the insights and determination to spotlight HR's value in Talent management.

Analyzes data, researches online for best practices in HR metrics and talent management

Formats reports and presents findings.

collects data: gathers information on employee performance, turnover rates,training participation.



Does

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

