What went well?

What should we keep doing?
What should we celebrate?
Where did we make progress?

EMPLOYEES
FEEDBACK: Gather
comments and
feedback from
employees about
their experiences
with talent.

MEASURING
SUCCESS IN TALENT
MANAGEMENT

PROSPECTIVE:
Consider what
employees may be
thinking about in terms
of career growth,
development, and job

satisfaction.

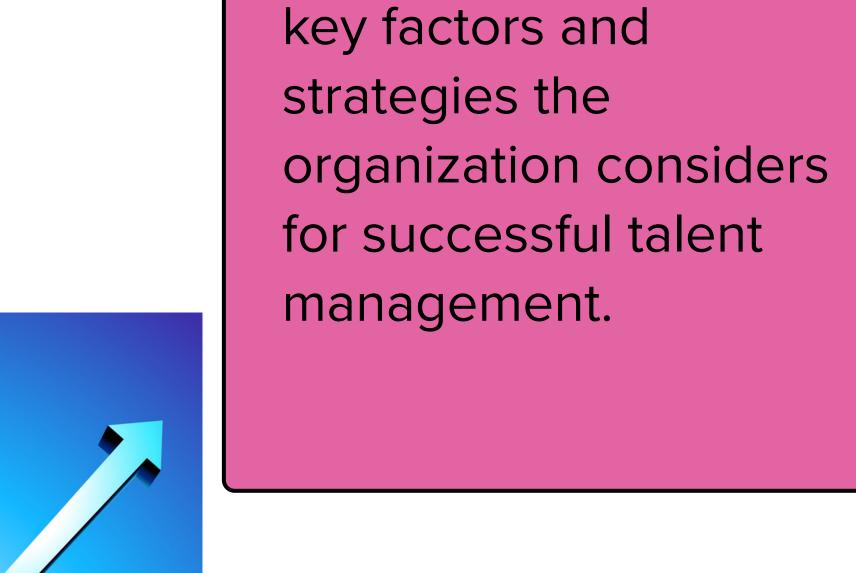


Where did we have problems?
What was frustrating to us or others?
What held us back?





TURNOVER RATE:
Calculate the turnover rate to determine the percentage of employees leaving the organization.
High turnover may indicate issues with talent retention and management.



ORGANISATIONAL

PRIORITIES: Identify the

ORGANIZATIONAL
OBSTACLES:
Understand the barriers
and constrains the
organization
encounters in
achieving talent
management success



EMPLOYEE ACTIONS:
Analyses what steps
employees take to
engage in talent
development and how
they participate in the
process.

EMPLOYEE
CHALLANGES: Identify
the hurdles and
difficulties employees
face in their career
development and job
satisfaction.

EMPLOYEE
ASPIRATIONS:
Determine what
employees hope to
achieve through talent
management such as
career advancement or
skill development.



EMPIOYEE ENGAGEMENT:

Measure levels of employee management through surveys or feedback mechanisms to understand their satisfaction, motivation and commitment to the company.

DIVERSITY AND
INCLUSION: measure the diversity within your work force and assess the success of initiative aimed at promoting a diverse and inckusive workplace.

SUCCESSION
PLANING; Evaluate
effectiveness of your
succession planning by
monitoring the
readiness of potential
candidastes to step

intio key roles.

What ideas do you have?

What ideas do you have for future work together?
Where do you see opportunities to improve?
What has untapped potential?

How should we take action?

What do you believe we should do next?
What specific things should we change?
What should extend beyond this meeting?

