MEASURING SUCCESS IN TALENT MANAGEMENT

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.

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

What went poorly?

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 attention and management.

ORGANISATIONAL PRIORITIES: Identify the key factors and strategies the organization considers for successful talent management.

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 CHALLENGES: 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.

EMPLOYEE SATISFACTION: 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 workforce and assess the success of initiative aimed at promoting a diverse and inclusive workplace.

SUCCESSION PLANING: Evaluate effectiveness of your succession planning by monitoring the number of potential candidates to step into 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 we not beyond the meeting?