



Says

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

Thinks

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



HR Manager

"We need a clear way to measure the effectiveness of our talent management efforts."

IT Department

"We need to ensure the technology supports HR's data needs."

Finance Department

"We need to allocate resources efficiently for talent management."

Employees

"I want opportunities for growth and development within the company."

Training and Development Team

"We want to improve employees' skills and knowledge."

IT Department

"How can we provide a user-friendly data analytics platform?"

HR Manager

"I want to identify areas where we can improve talent management and make data-driven decisions."

Finance Department

"How can we optimize HR spending while maintaining quality?"

Employees

"Are my skills being recognized, and am I being given a chance to excel?"

Training and Development Team

"What training programs will be most beneficial for our staff?"

TALENT TRACKER

Measuring Success In
Talent Management

HR Manager

Collects data, analyzes HR metrics, and tries to create actionable insights.

IT Department

Maintains and updates data systems, supports Tableau implementation.

Finance Department

Reviews HR budget requests, assesses cost-effectiveness.

Employees

Participates in training and development programs, seeks feedback from supervisors.

Training and Development Team

Designs and delivers training programs, collects feedback.

IT Department

Responsibility for maintaining data security and accessibility.

Employees

Motivated when they see opportunities for advancement.

HR Manager

Frustrated about the lack of visibility into talent management outcomes.

Finance Department

Responsible for budget management.

Training and Development Team

Eager to support employee growth.

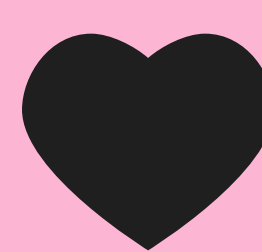


Does

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

Feels

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



See an example