

# The tableau HR Scorecard: Measuring Success in Talent Management

## 1 . INTRODUCTION

### 1.1 Overview

It involves identifying gaps in your current workforce to strategically attract , onboard, develop, support and retain the right talent. Without an effective talent management strategy your company will fail to stay competitive

### 1.2 Purpose

The purpose of talent management is to identify ,recruit and hold on to people who drive success of your organisation. It's a top priority , strategic process for forward-looking people companies who understands that their company performance depends on their workforce .

## 2 . Problem Definition & Design Thinking

Empathy Map



Says

Thinks





### 3. Activity and screenshot

1. Talent management process model
2. Goals to develop the talent management
3. Talent management
4. Talent strategy and talent succession
5. Initiatives of talent managements



## Talent Development Goals



Developing more  
effective managers



Generating new ideas &  
business opportunities

### What Is Talent Management?



## Talent Management Initiatives





#### 4. ADVANTAGE

- Embrace data-driven decision-making
- Identify strengths and weakness
- Benchmark and compare-both internally
- Greater uniformmity
- Better hiring by hiring assessments

#### DISADVANTAGE

- The implementation of talent management program could be

**expensive in terms of time,  
resources and financial costs.**

- Lack of support from line managers can impede the level of commitment from employees**
- A core drawback of talent management is it can contribute in raising the conflicts between HR and management by not reaching to proper agreement**

## **5 . APPLICATIONS**

- Ensure talent strategies align with the needs of the business work with leadership teams to understand business objectives, then ensure the talent strategy support these outcomes**
- Provide modern and engaging learner experience.schedule and carry out compliance training.develop proactive**

# succession plans and actively develop leaders

## 6.CONCLUSION

- In today's business environment of going global and competition, become intense.Talent polarity management become acritical key to achieve the success in long term in many organizations .
- A targeted talent management strategy can help to nurture talent internally and attract talent externally becomes part of the high performance work system

## 7. FUTURE SCOPE

- **Reactivity is not a winning talent management strategy : talent management has become responsive and reactive, especially in uncertainty .even though the future is uncertain, we should become more proactive in predicting and managing the demand and supply of talent . Talent management can shift from**



**"things to do" to "strategies we employ" to sustain and enable the business into the future.**

- Shifts needed to rise to the challenge: In its current state talent management will rise to future challenge only 13% of HR leader rate there talent management practices 'excellent', while 70% of HR leaders rate their organization's ability to address their talent needs to 'mediocre'. we propose four shifts for talent management to move into the next era of work that will be characterized by AI, labour shortage, work without boundaries and workforce ecosystem.**

- **It is estimated that the global talent shortage will continue to rise to an 85 million person shortfall by 2030. This could lead to over the \$8 trillion loss of revenue , placing further strain on the economy . Talent management has never been more critical for organization than now. In fact 78% of business executives rank talent management as high on the business agenda**