



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?

Self-responsibility
for
development.

Improves
employee
performance
and
engagement.

Business
speed and
scale
,disruptive
competition.

Escalating War
for talent
,competition
for External
skills.

Improves
employees
performance.

Stronger
succesion
planning.

Collect and
analyse data
from multiple
sources.

Focus on
the
employee
experience



Measuring Success In Talent Management
manger

Annoyed at
teammates.

Better
decision
making.

Accompliment
of vision.

Builds up
company"s
repitation

Retaining
fitness
talent.

Self
Motivation.

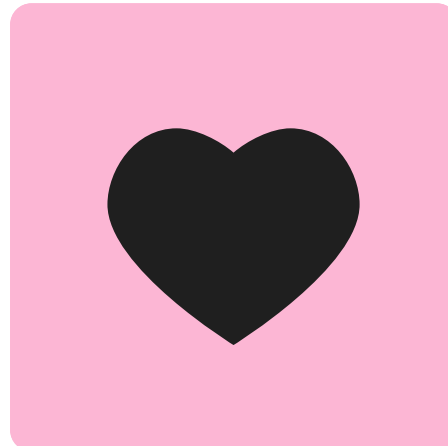
worried by
designed
leadership.

Flexibility.



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?