

## **PROJECT REPORT EMPLATE**

### **1 INTRODUCTION**

#### **1.1 Overview**

Talent management stands as a cornerstone in the modern business landscape, with organizations recognizing that their people are the most valuable assets. A robust talent management strategy not only attracts and retains top-tier employees but also fuels innovation, growth, and sustained success.

According to a comprehensive study published in the Journal of Human Resource Management, organizations with a data-driven talent management strategy report 15% higher employee retention rates and 20% greater overall performance gains.

Crafting a successful talent management strategy requires a multi-faceted approach that addresses various stages of the employee lifecycle.

Some of the key components of talent management include Recruitment and onboarding , Employment development and training , Performance and appraisal , Succession planning and Employee engagement and retention.

Measuring the success of a talent management strategy requires a well-defined roadmap that goes beyond mere numbers. This section delves into the essential factors that contribute to accurately defining success in the context of talent management.

A successful talent management strategy begins with setting clear and

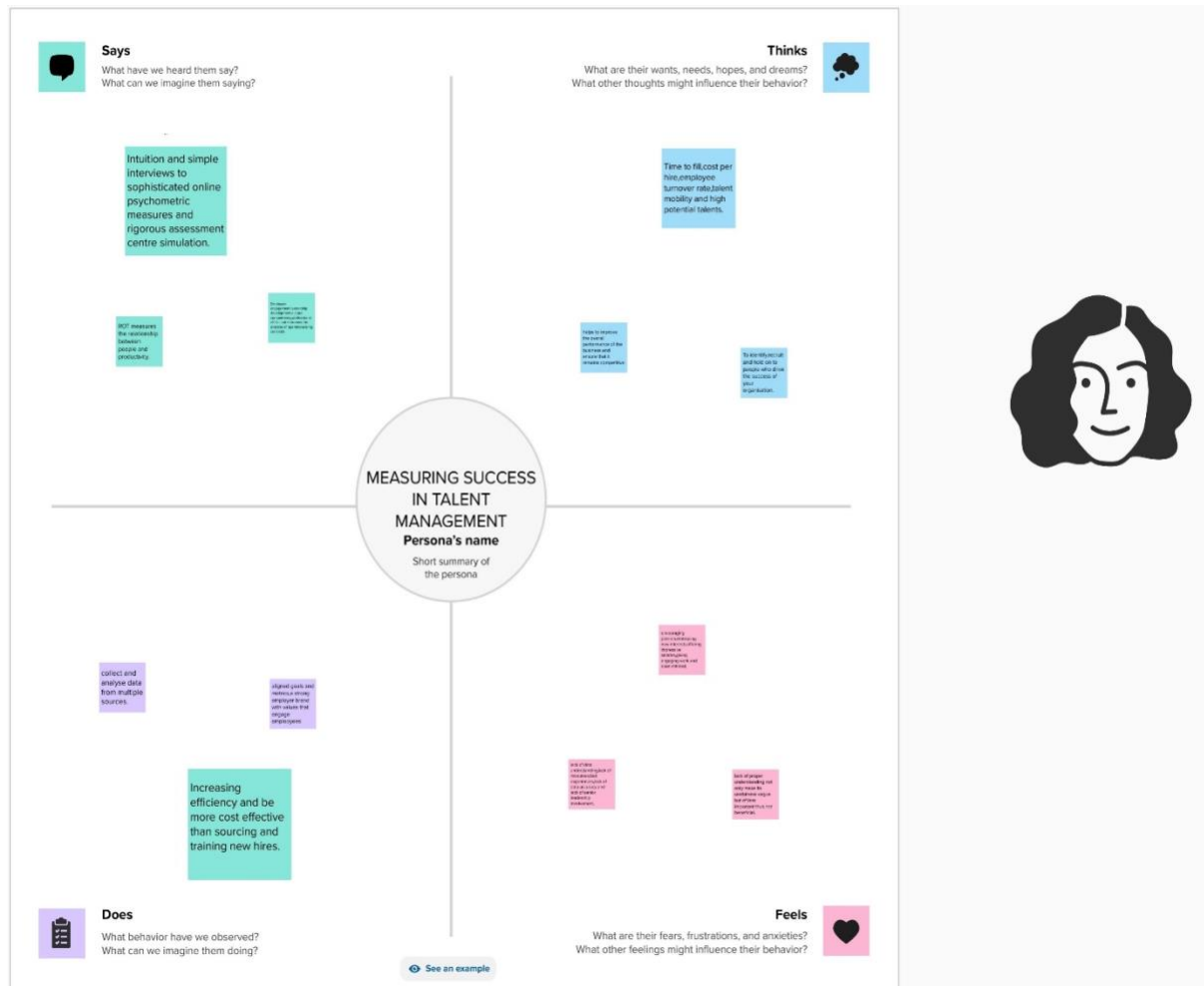
**achievable objectives. These objectives should align with the organization's overall mission, vision, and business goals. Defining these objectives provides a foundation for evaluating whether the strategy is on track and yielding the desired outcomes.**

## **1.2 Purpose**

- .1 In sports, as in business, the first step towards victory is figuring out where the net, fence, or basket is. Once you know the goal, you can drive your team towards its success.
- .2 The talent review process is structured around one or more talent review meetings to assess strengths and address the organization's risk areas.
- .3 Using succession management, you can be ready to plug that space at the drop of a hat by creating succession plans for key personnel.
- .4 Talent Management helps your organization to shape and polish your workforce.
- .5 A talent management tool provides a comprehensive insight into resource profiles. Workers can validate their supervisor's skills and competencies before updating them on the system.
- .6 One of the fundamentals of talent management is to recognize and foster skills. Assigning under skilled resources to projects can cause employee burnout and schedule overruns. So, companies can [workforce planning](#) tools to organize team members to activities based on their capabilities and interests.

## 2. PROBLEM DEFINITION AND DESIGN THINKING

### 2.1 EMPATHY MAP



## 2.2 IDEATION AND BRAINSTROMING MAP

1

### Define your problem statement

What problem are you trying to solve? Frame your problem as a How Might We statement. This will be the focus of your brainstorm.

 5 minutes

**PROBLEM**  
what suggestions would you make to improve the hiring process in talent management and what are the techniques are used by the interviewer to get the best candidates?



### Key rules of brainstorming

To run a smooth and productive session



Stay in topic.



Encourage wild ideas.



Defer judgment.



Listen to others.



Go for volume.



If possible, be visual.

2

## Brainstorm

Write down any ideas that come to mind that address your problem statement.

 10 minutes

**TIP**

You can select a sticky note and hit the pencil [switch to sketch] icon to start drawing!

**Person 1**

some of the methods are sourcing candidates from you. ATS build a strong employer brand and perfect your outreach messages for sourcing candidates.

we can improve our recruiting methods by using a recruitment database could make it more effective job posting and finally we can assess essential talents of the candidates.

We can do procurement plans to improve our methods like firstly to identifying opportunities, next to do specification and third analysis and finally to make strategic analysis.

### Person 2

The interviewer will search for the best candidates who have better knowledge and the qualities that can benefit their organization.

**CANDIDATES WITH  
LEADS, SECRETARY SELLER**  
The general election has been called. In early communications, candidates  
may be communicating with  
their voters and their  
the candidates will be able to  
the candidates will be able to  
by using their own  
and  
they should...

The interviewers will assess the candidates on: future  
the capability of facing and  
doing anything...  
and they capable of doing  
job the technical  
competencies they need  
the job and whether they fit  
the job

### Person 3

Normalize the clustering of the units according to the categories determined by means of regression analysis (in particular, the groupings were not homogeneous). First, we tested and then we used only the high-order units; for the low-order units, we gave them the same position. Consequently, we did not follow the linear order.

More importantly, to have the right person with the right skill at the right time, and to promote mentorship & coaching in the workplace.

The person should be inclusive-exclusive, innate-acquired, transferable-context dependent, subject-object and input-outcomes.

### Person 4

some of the types of talent management and talent management organizations, as good teaching and development and then by deep system engagement. And to create a continuous cycle that will help us to get our company to the next level.

- 1 job description
- 2 accession planning
- 3 compensation
- 4 talent strategy and planning
- 5 leadership management

These frameworks is to succession planning & identifying, training development, strategy and planning, talent acquisition and employee performance management.

3

## Group ideas

Take turns sharing your ideas while clustering similar or related notes as you go. Once all sticky notes have been grouped, give each cluster a sentence-like label. If a cluster is bigger than six sticky notes, try and see if you can break it up into smaller sub-groups.

🕒 20 minutes

### TIP

Add customizable tags to sticky notes to make it easier to find, browse, organize, and categorize important ideas as themes within your mural.

we can do procurement plans to improve our methods like firstly to identifying opportunities, next to do specification and need analysis and finally to make strategic analysis.

we can improve our sourcing methods by using a recruitment database, social media, to prepare effective job posting and finally we can assess internal talents of the candidates.

More importantly, to have the right person with the right skill at the right time, and to promote mentorship & coaching in the workplace.

Their frameworks is to succession planning & identifying, training development, strategy and planning, talent acquisition and employee performance management.



4

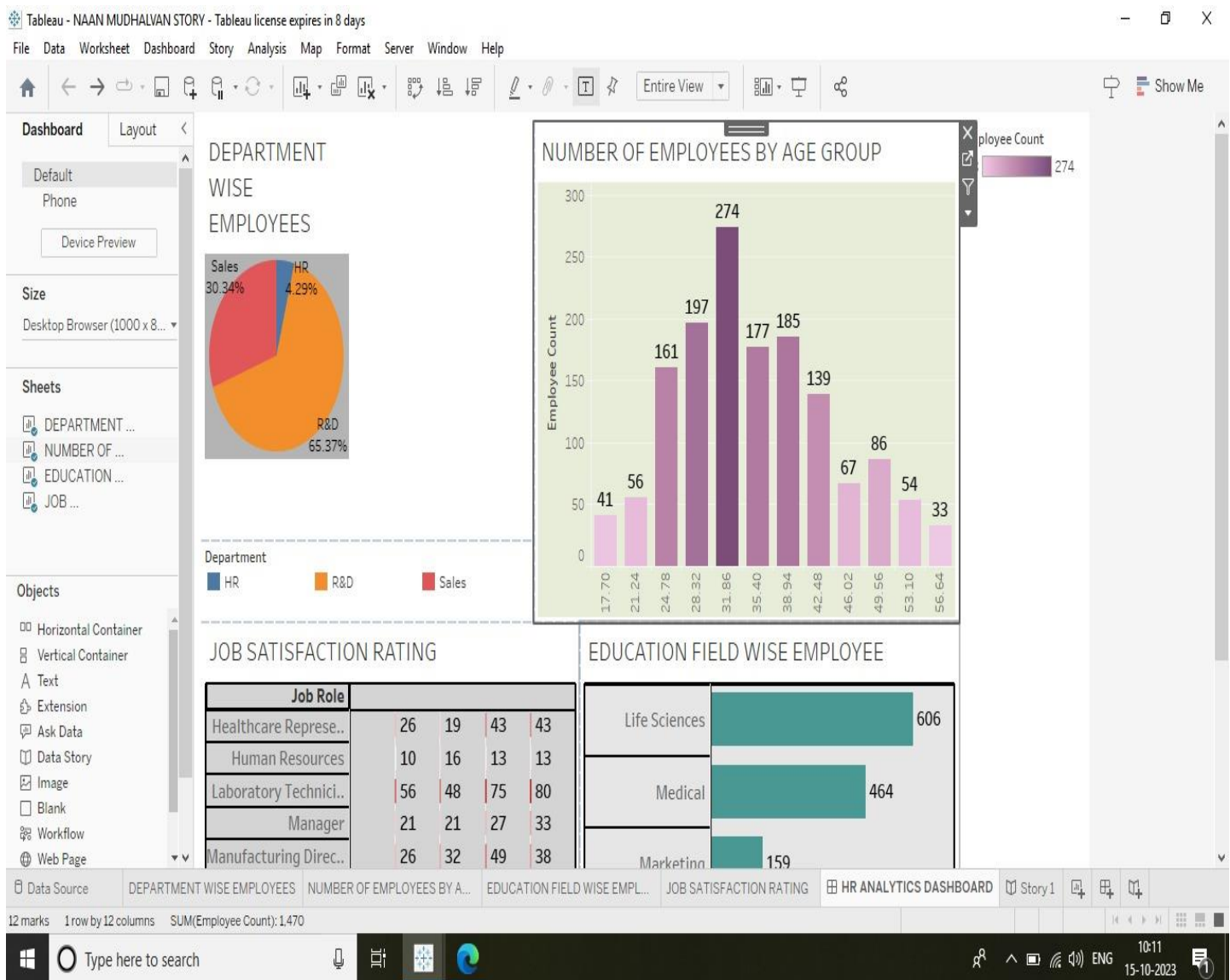
## Prioritize

Your team should all be on the same page about what's important moving forward. Place your ideas on this grid to determine which ideas are important and which are feasible.

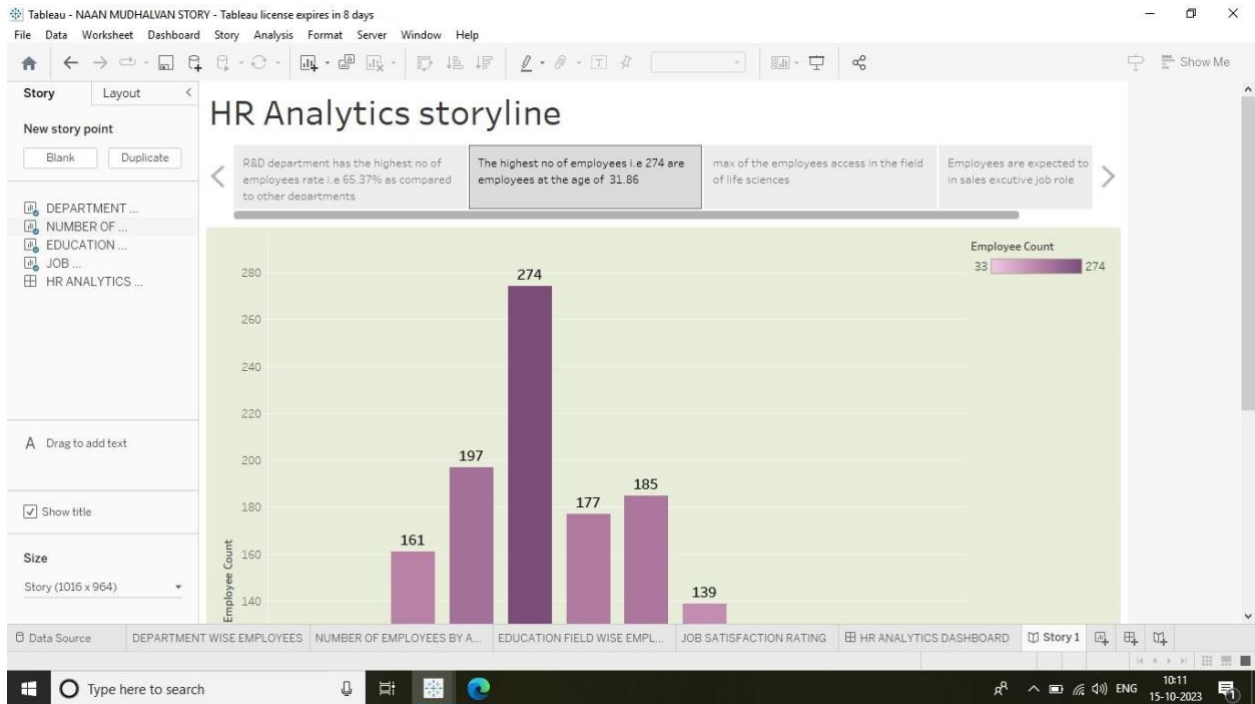
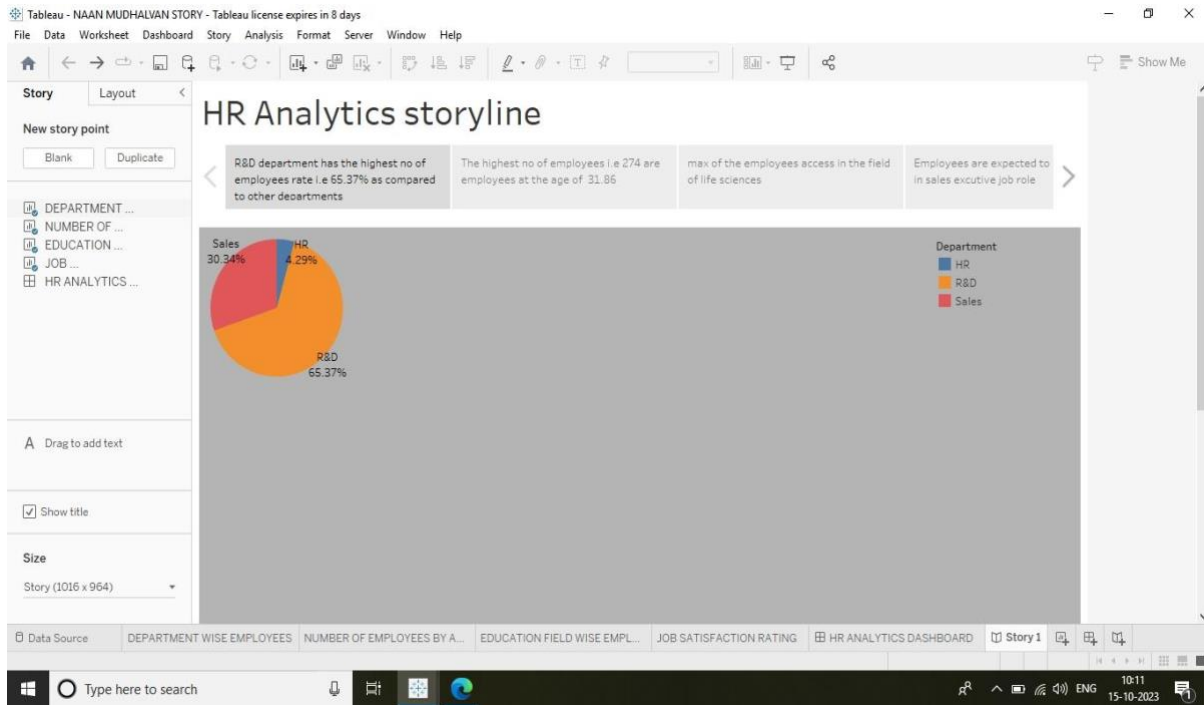
🕒 20 minutes

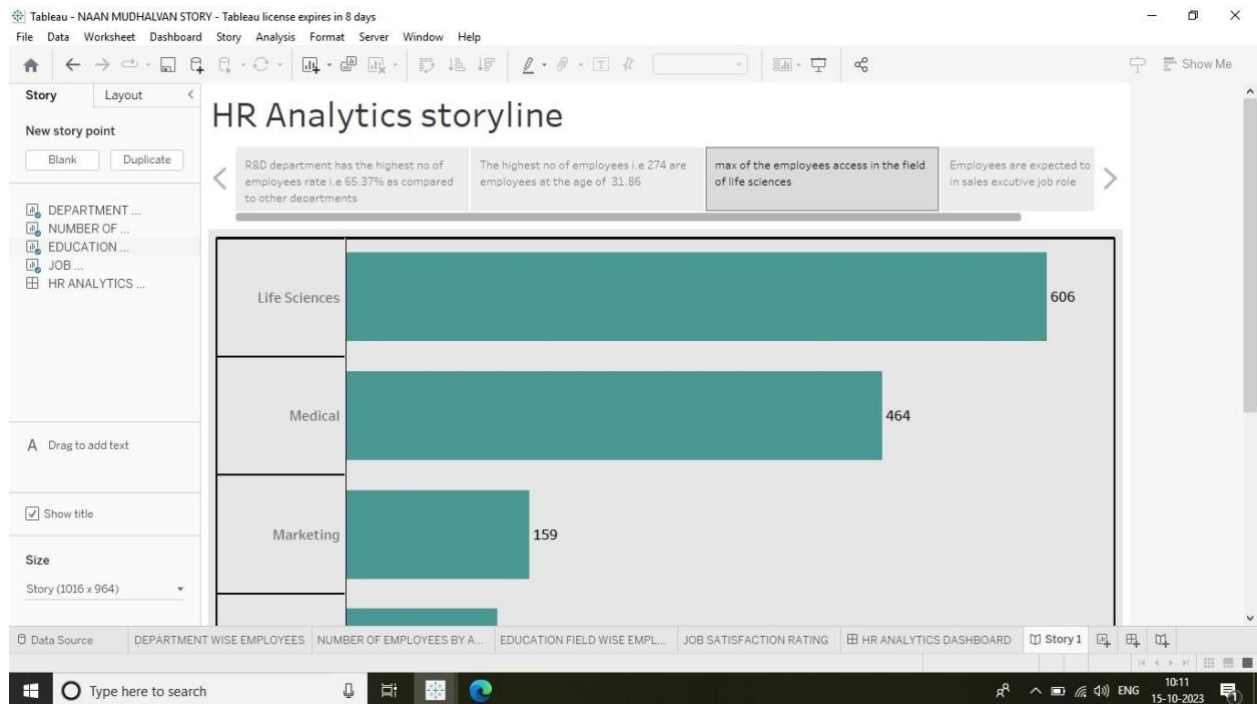
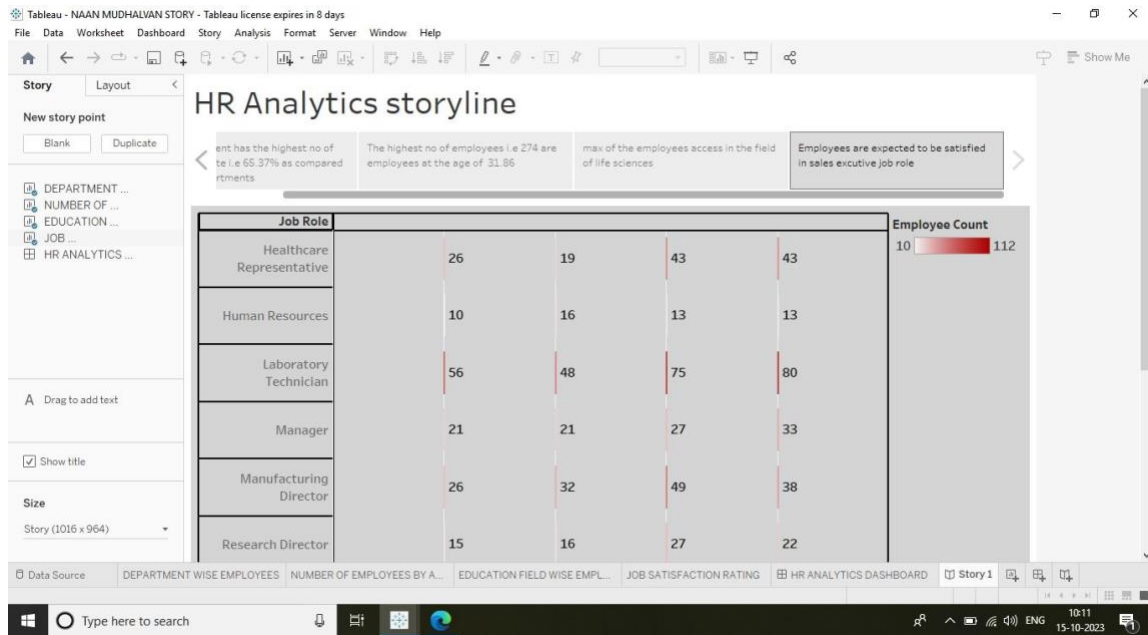


### 3.RESULT :









## 4.ADVANTAGES & DISADVANTAGES

### Advantages :

- The core idea of talent management is to create an effective strategy for the betterment of the skills and competencies of the employees in line with the goals and objectives of the company.
- One of the major issues seen with the workforce is the constant attrition and the turnover of the staff these days.
- With an effective talent management approach, a company can carve better career development plans, a skill-building approach, and effective mentoring allowing the workforce to improve their morale and ultimately commit to a good cause sensing the growth opportunity in the company.
- With such a dearth of skilled manpower and hard timing finding the right talent for the job, the right companies who want to progress need to identify the right talent and the skillset in the market.
- The talent management team helps in fostering a culture of continuous learning and development along with various engaging and interaction-building approaches within the organization.

### Disadvantages :

- The talent management concept as a whole is a complex topic and not many organizations and companies have the right team, time, resources, and capacity to run it to its full potential.
- Many companies focus on other aspects of human resources and do not cater to the need for time for talent management. This is why there has been a reluctance or resistance to change for talent management ideas.
- The duty calls and responsibilities of talent management vary between short-term and long-term goals. This in itself can be a hard thing to plan for in the right manner. Overemphasis on one aspect of it can lead to the detrimental effect on the other side.

- Each function or department and its coherent output are compared based on data to find its effective performance and its overall standing. That being said, there's no such effective metric or measurement tool for the performance of talent management.

## 5.APPLICATIONS

**Hiring and compensating** the best talent in the industry optimally and ensuring performance at the same time.

As per industry statistics only five percent of organizations possess a talent management strategy that is operational! In another ten percent the concept has just begun to develop. Aging workforce is another area of concern that has created vacuums in organizations leadership positions. Organizations also report shortage of talent business line managers.

Succession planning and leadership development are two issues that have felt a sense of urgency after the recent economic downturn. Organizations have been seeking leadership positions to rescue them out of crisis. After succession planning and leadership development, performance management comes next on the list. Without a thorough and standard way to measure performance it is not possible to promote right people to right positions and motivate them to perform for organizational growth and development.

Recruitment becomes strategic so to say. Recruitment practices determine organizational effectiveness. In a tight labor market it a daunting task to attract the brightest talent towards your organization and then getting them onboard.

Manpower planning is a strategic HR process these days. Instead of a mere headcount based hiring; manpower planning now extends to the locating critical skills, roles and responsibilities and then ascertaining current and future talent needs for those roles.

According to research conducted by various bodies it was found out that creation of differentiating strategic capabilities signifies the relationship between business strategy and human resources.

The resource has to contribute substantially and add value in his/her area of expertise. Unique in terms of skills, knowledge and abilities in order to qualify as rare. The extent to which the resource is owned by the firm. Such that the resource cannot be replaced even after the competitors having spotted the same.

## **6.CONCLUSION**

Here aims to ensuring employee recruitment , training and development , performance reviews and its compensation. Therefore this management proves an ideal approach in employment development improving the performance of each personnel.

## **7.FUTURE SCOPE**

Modernize talent management digital tools and data systems to synthesize personnel information and requirements across the force via a transparent, commander-focused, collaborative system to better align the individual abilities, skills, and aspirations of our Marines to our warfighting requirements.

## **8.APPENDIX**

### **A. Source code**

[https://public.tableau.com/views/Dashboard1\\_16970194791080/HRANALYTICSDASHBOARD?:language=en-US&publish=yes&:display\\_count=n&:origin=viz\\_share\\_link](https://public.tableau.com/views/Dashboard1_16970194791080/HRANALYTICSDASHBOARD?:language=en-US&publish=yes&:display_count=n&:origin=viz_share_link)