



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?

You create Talent Success by consistently deploying more A Players against your company's goals than your competitors.

You can use surveys,feedback,interviews or focus groups to assess how your employees feel about their work,their managers,their colleagues and your organization.

Doing so involves a framework that enables HR and Talent Management to align and benchmark their organizations' talent to power the company's mission,vision and goals.

Common talent management goals include improving employee engagement and satisfaction,reducing turnover and retaining high performers,developing current and future leaders,enhancing skills and competencies,increasing productivity and innovation,and building a diverse and inclusive workforce.

To collect and analyze data from multiple sources.

These sources include self-assessments,peer reviews,manager feedback,employee surveys,customer feedback,external benchmarks and business outcomes.

EMPLOYEES

Competency frameworks are a crucial part of any successsful talent management process.

They underpin your understanding of the skills you have and the skills you need in the business from the point of recruitment right through to the end of an employee's time with you.

An effective talent management strategy emphasizes the important role company culture plays in building a happy and productive team.

Company culture is often a leading driver in whether an employee feels like they're a good fit with the business or if they choose to look for employment elsewhere.

You can also measure indicators of engagement and satisfaction,such as retention rate,turnover rate,absenteeism rate or employee referrals.

You can use metrics such as revenue,profit,cost savings or value added to measure the benefits of your talent management strategy.



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?