



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?

Important talent management matric is to know what percentage of the work space qualities us talent.

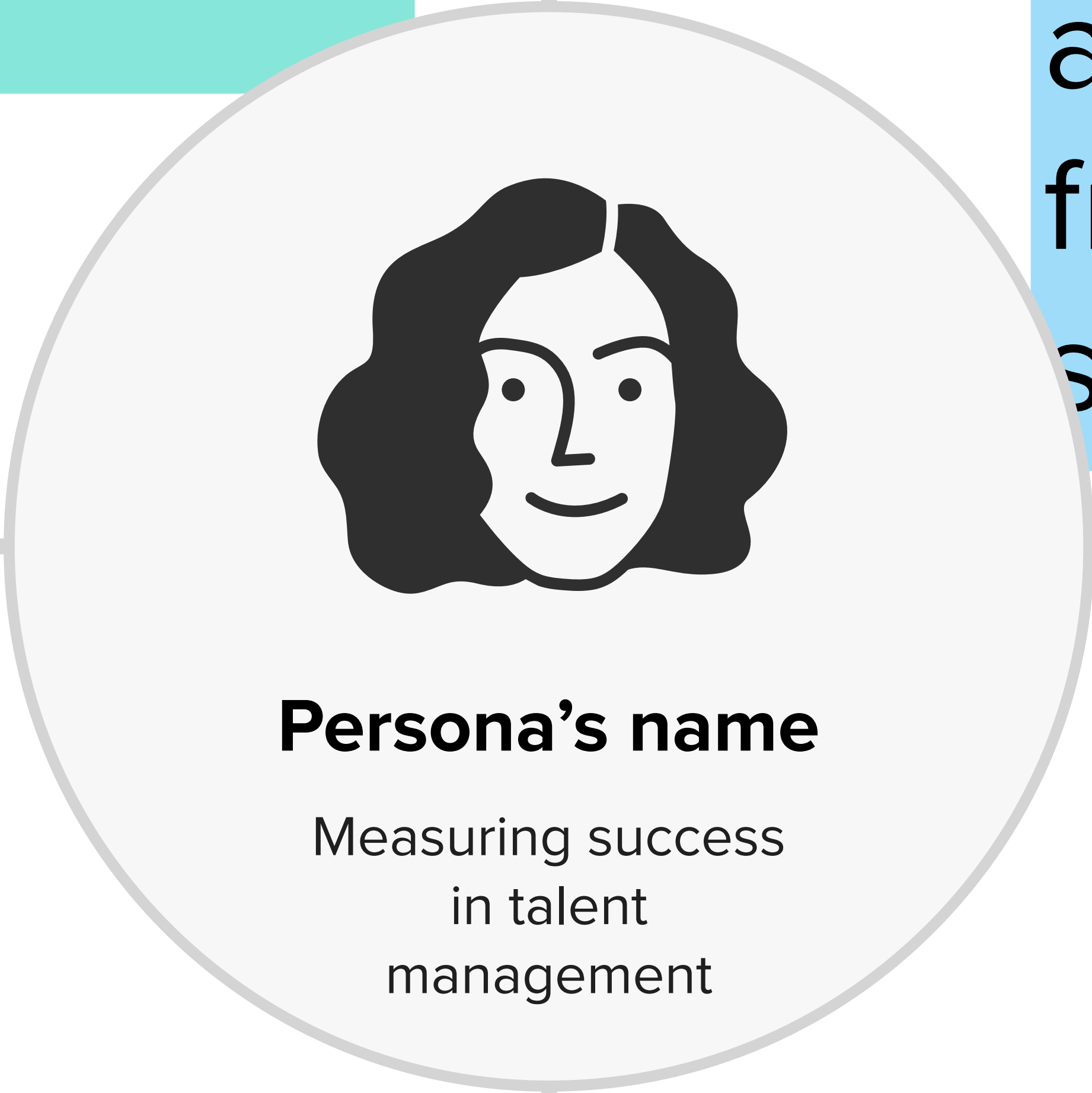
To measures talent success for senior management.

Talent management metrics are tools to mesure the inflow.

Some organizations cap the percentage of talent at a fixed number

You need to collect and analyze data from multiple sources.

The sources are includes assessments, peer reviews manager feedback.



You can use surveys, feedback, interviews or focus groups.

The includes aligned goals and metrics, a strong employer brand with values that engage employees.

To access how your employees feel about their work, their managers and their colleagues and your organization.

We have to measure talents with cost per hire, Quality of hire short term turn over.

Employee engagement, leadership development, board development.

Professional ethics are the indicators of talent management success.



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?