



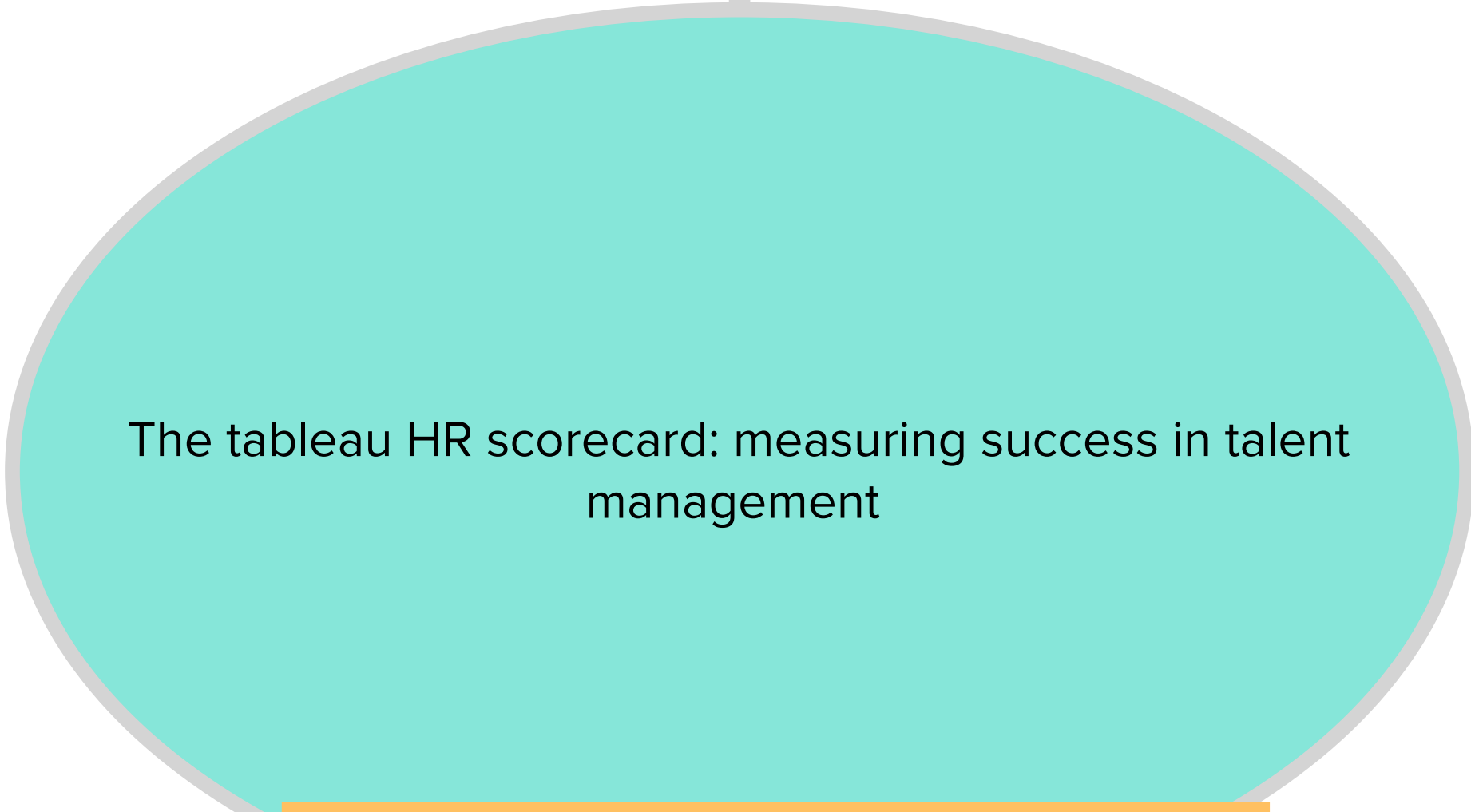
Says

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?



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A talent management strategy is a plan to attract,develop,retain,and engage the best people for your organisation.

It can help you achieve your business goals, improve your performance,and create a positive work culture.

You can use surveys, feedback, interviews,or focus groups to assess their work,their managers,their colleagues,and your organisation,you can also measure indicators of engagement and satisfaction,such as retention rate,turnover rate, absenteeism rate,or employee referrals.

Another key metric to measure is the level of engagement and satisfaction of your employees.engaged and satisfied employees are more likely to stay loyal,motivated,and productive,and less likely to leave,burn out,or underperform.

A third metric to measure is the quality and quantity of your talent pipeline and succession planning.A talent pipeline is a pool of potential candidates for current and future roles in your organisation.

A succession plan is a process of identifying and preparing high-potential employees for key positions.

You can use metrics such as time to fill,time to hire,hiring source, diversity, performance, potential,or readiness to evaluate your talent pipeline and succession plan.

You can also measure the effectiveness of your talent development programs,such as mentoring, coaching,or leadership development,in preparing your talent for future roles.

A fourth metric to measure is the performance and development of your employees.Performance is the degree to which your employees meet or exceed the expectations and standards of their roles.

Development is the process of enhancing the skills, knowledge,and competencies of your employees,you can use metrics such as performance reviews, feedback,rating,goals,or achievements to assess the performance of your employees.

You can also use metrics such as learning hours,completion rates, satisfaction scores,or skill gaps to assess the development of your employees.Employer brand is the image and identity of your organisation as an employer.

We define talent success as the ability to consistently deploy a greater share of A talent against your key organizational objectives than your competitors deploy against theirs.



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?