



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?

Measure and
evaluate the
success of
talent
management

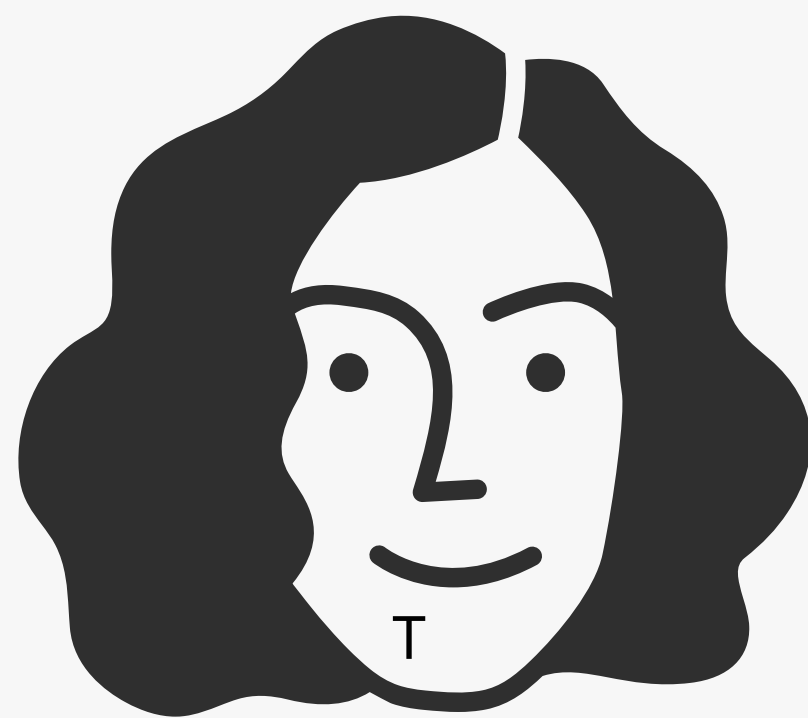
The financial impact of
HR initiatives, such as
the cost of
recruitment, training
and development,
compensation and
benefits, and turnover

HR professionals
and business
leaders to track
and analyze key
performance

indicators (KPIs)
related to
workforce planning,
recruitment,
retention, and
development

Measures the
satisfaction of internal
and external
customers of HR
services, including
employees, managers,
and job candidates

It includes KPIs such
as employee
engagement,
manager satisfaction
with HR support, and
candidate
experience



The tableau HR
scorecard;
Measuring success
in talent
management

Assesses the
effectiveness and
efficiency of HR
processes, such as
recruiting, onboarding,
performance
management, and
employee development

evaluates the
organization's
investment in employee
development and its
ability to innovate and
adapt to changing
business needs

It includes KPIs such as
employee skills and
competencies,
employee retention,
and the percentage of
employees who receive
regular training and
development

It includes KPIs such
as employee
engagement,
manager satisfaction
with HR support, and
candidate
experience

The percentage
of employees
who receive
regular training
and development

Employer brand is
found to be most
important in
managing talent
for the company



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?

[See an example](#)