Says

What have we heard them say? What can we imagine them saying?

When you are putting employeles through a learning program you are looking to change the way they do things

Talent manag ement mertics are quantifiable measurments used to assess the effectiveness of a buisness's talent management efforts

Measures the amount of time it takes to fill an open position.

Measures the cost of recruiting and hiring a new employee.

Thinks

What are their wants, needs, hopes, and dreams?

What other thoughts might influence their behavior?

The blue print for how an organization will execut its talent strategy



Persona's name

Short summary of the persona

Alignend goals and metrics, a strong a employer brand with values that engage employees and a focus on the employee experence

> Intuition and simple interviews to sophisticated online psychometric measures and rigorous assessment centre simulations

The ability to consistently deploy a greater share of "A" talent against your key organizational objectives than your compertitors deploy against theirs.

Natural talents are innate gifts that can help a person achieve success in particular activities

Employee

turnover a

potential

talent.

rate and high

Tracking your own progress involves identifying what you consider success to be and how you will achieve it

Talents gives you an edge at first, wsuccess won't be handed to you. instead, you still need to work increadibly hard to achieve what you want.

Feels

What are their fears, frustrations, and anxieties? What other feelings might influence their behavior?

Does

What behavior have we observed? What can we imagine them doing?

