



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?

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

Talent management metrics are quantifiable measurements used to assess the effectiveness of a business'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.

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

employee turnover rate and high potential talent.



Align end goals and metrics, a strong employer brand with values that engage employees and a focus on the employee experience

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

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

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

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, but success won't be handed to you. Instead, you still need to work incredibly hard to achieve what you want.



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?