Says

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

1.Problem statement:
 Though talent
 management is considered
 as an important aspect in
 contemporary organization,
 therer is a mis construed
 notion between its
 founding human resource
 management

Lack of proper understanding not only make its usefulness vague but of less important thus not beneficiary

Financial perspective:
This Perspective focuses
on the financial impact of
HR inciatives, such as
cost of recruitment,
training and
development,
compensation and
benefits and turnover.



What are their wants, needs, hopes, and dreams? What other thoughts might influence their behavior?



Customer Perspective:
This perspective
measures the satisfaction
of internal and external
customers of HR services,
including employees,
managers and job
cnaditates

It includes Kpl's such as employee engagement, manager statisfaction with HR support, and candidate experience

Example: Average cost of labour, percentage of labour costs, cost of training per employee cost per hire



THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TADLENT MANAGEMENT

2. Group Ideas:
Talent development
refers to efforts to
identify, train and
advace employees
between an
organization

It benefits
organization by
building and
retaining
strategically
important skills
among its work force

It also helps individual employees advance there

Does

carieers

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

Short summary of the persona

To maximize likelyhood of sucess, companies must first identify their current needs and existing skills gaps for identifying oragizational goals in talent management

They may find they need technical skills in certain areas

Talent development examples,
Indiviualised growth plans
Partnersihps with external providetrs
Formal internal programs etc...







