



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?

to measure your talent management is to use talent metrics,such as turnover rate,retention rate,engagement score,performance rating,or succession pipeline.

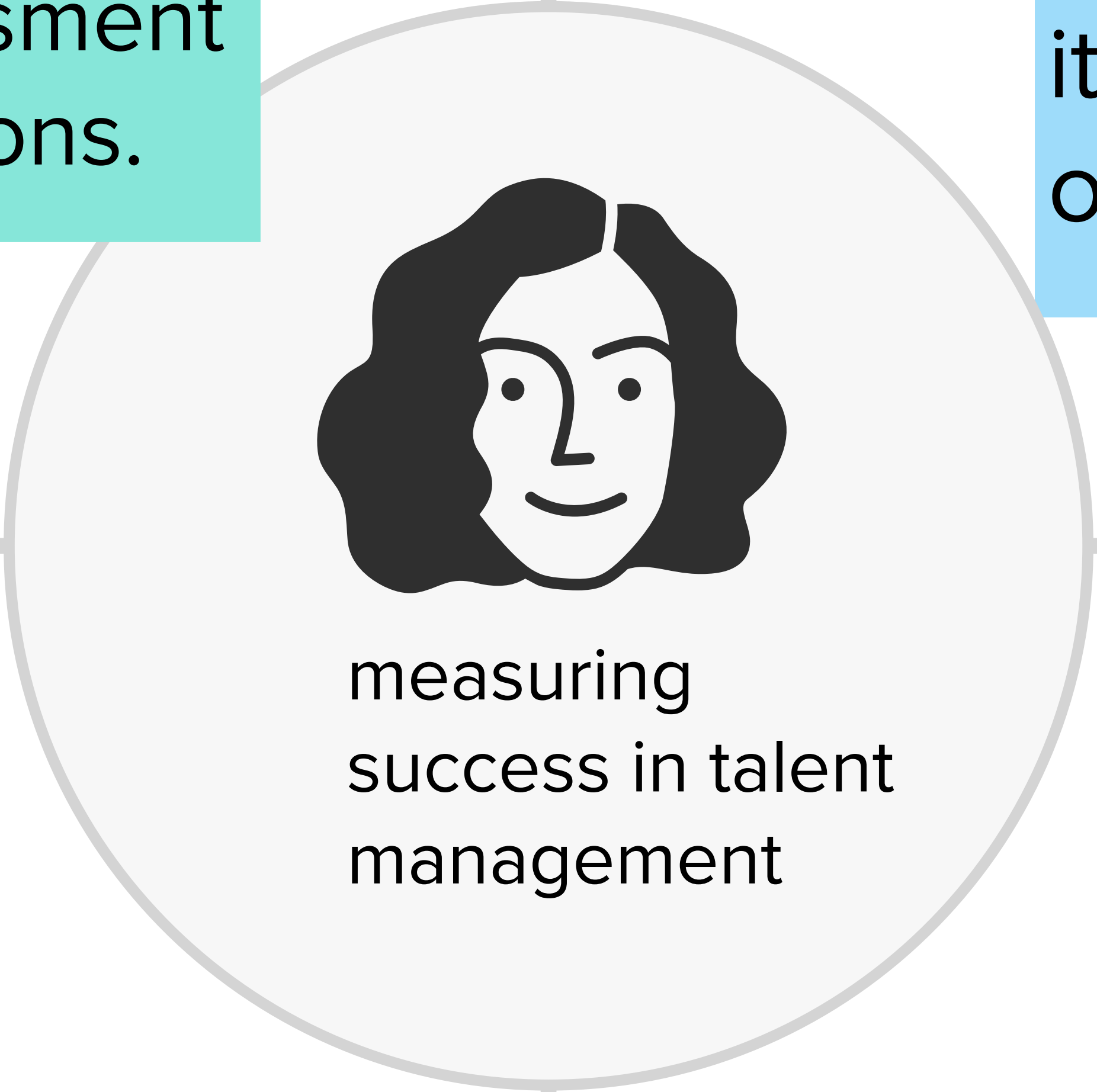
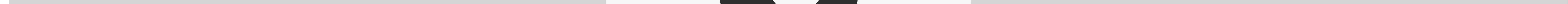
intuition and simple interviews to sophisticated online psychometric measures, and rigorous assessment centre simulations.

These metrics can help you assess how well you are managing your talent across their employee lifecycle,from hiring developement to retention.

cost per hire.  
measures the cost of recruiting and hiring a new employee.

time-to- fill:  
measures the amount of time it takes to fill an open position.

empolyee turnover rate.



internal promotion rate.

empolyee turnover rate.  
retention rate.

empolyee distribution.  
high-potential talent.

surveys,feedback,interviews ,or focus groups to assess empolyees feel about their work,their managers, their colleagues,and your organization.

measure indicators of engagement and satisfication,such as retetion rate, turover rate, absenteeism rate, or employee referrals.

use talent metrics, such as turnover rate, retention rate,engagement score,performance rating ,or succession pipeline.



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?