



Says

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

We need a tool to measure and track the success of our talent management initiatives."

"Having clear and measurable goals will help us identify areas of improvement and make data-driven decisions for talent management."

- "We want to align our HR metrics with business objectives and demonstrate the value of talent management to our stakeholders."



Thinks

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

Wants:
1. Talent acquisition: Tableau may want to attract and hire top talent with relevant skills and expertise in the field of data analytics and visualization.
2. Retention and development: The organization may want to retain and develop its current employees by providing ongoing training, career development opportunities, and competitive compensation packages.
3. Talent alignment: Tableau may want to align its talent with its mission, values, and strategic objectives, ensuring that employees' skills and goals are in line with the company's vision.

Needs:
1. Skillful workforce: Tableau needs employees who possess a strong understanding of data analysis, visualization techniques, and software development, as these skills are crucial to the success of their products and services.
2. Collaboration and teamwork: Tableau needs employees who can work effectively in cross-functional teams, as their software development process often necessitates collaboration between designers, developers, and data analysts.
3. Continuous improvement: Tableau needs a talent management system

Leadership style: The behavior of leaders can significantly influence the behavior of employees. If leaders are actively involved in talent management and demonstrate a commitment to the development of their employees, it can motivate other employees to do the same.



Talent acquisition and retention: HR teams may fear the difficulty of attracting and retaining top talent in a highly competitive market. They may feel frustrated with high turnover rates or the struggle to fill critical positions.

Frustration: When employees or managers experience obstacles, roadblocks, or inefficiencies in talent management, they may feel frustrated. This feeling can lead to a desire for more streamlined and effective processes or the implementation of new tools and technologies.

Skill gaps and development: HR may be anxious about identifying and addressing skill gaps within the organization. They may face frustrations when trying to develop employee skill sets to meet current and future needs.

Recruitment effectiveness: Assessing the ability of HR to attract top talent, measuring the number and quality of candidates attracted, and the efficiency of the recruitment process.

2. Retention rates: Monitoring and analyzing employee turnover and identifying the reasons behind voluntary or involuntary separations.

Talent Development Analysis: It helps evaluate the effectiveness of talent development programs by measuring metrics such as training hours per employee, training completion rates, skill gaps analysis, and employee satisfaction with learning and development initiatives.

Tracking Recruitment Metrics: The scorecard can measure the success of talent acquisition strategies by tracking metrics such as time-to-fill vacancies, cost-per-hire, quality of hires, and diversity and inclusion metrics.



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?