

Says

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

You can use surveys, feedback, interviews, of focus groups to assess how your employees feel about their work, their managers, their colleagues, and your organization

Having your team
be advocates can
save you upwards
of 25% in
resource sourcing
new talent.

You can also measure indicators of engagement and satisfaction, such as retention rate, turnover rate, absenteeism rate, or employee referrals.



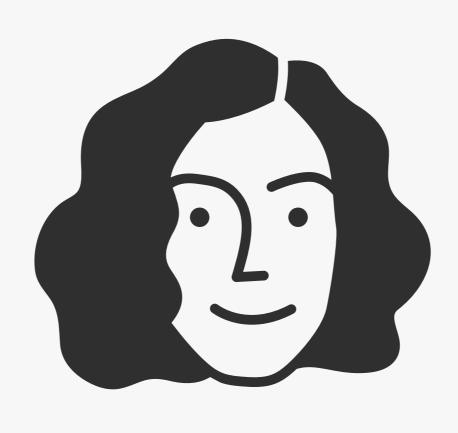
What are their wants, needs, hopes, and dreams? What other thoughts might influence their behavior?



i want leaarn about this

do i really need it ?

Am i forgrtting something



Persona's name

measuring success in talent management

Simply
spreading word
of mouth is one
of the powerful
ways to attract
new talent

* Number of successful internal talent moves (lateral, across functions) - which measures job rotation

You can also measure
the effectiveness of
your talent
development programs,
such as mentoring,
coaching, or leadership
development, in
preparing your talent
for future roles.

Development is the process of enhancing the skills, knowledge, and competencies of your employees. You can use metrics such as performance reviews, feedback, ratings, goals, or achievements to assess the performance of your employees.

You can also use metrics such as learning hours, completion rates, satisfaction scores, or skill gaps to assess the development of your employees.

* Number of successful internal talent moves (lateral, across functions) - which measures job



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?

