Ideation Phase
Brainstorm & Idea Prioritization Template

Date	18th October, 2023
Team ID	
Project Name	Project - The Tableau HR Scorecard : Measuring Success in Talent Management
Maximum Marks	4 Marks

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Formulating the Problem Statement

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Problem Statement

We began by formulating and drafting the problem statement given below.

The challenge is to implement The Tableau HR Scorecard to effectively measure and enhance talent management in our organization. We lack a comprehensive system to track key HR performance indicators, hampering decision-making, employee engagement, diversity and inclusion efforts, and alignment with business goals. We need a data-driven solution for providing the HR professionals and Business officials of an organization an easier way of measuring success in talent management.

Brainstorming for Ideas - Idea Collection

Brainstorm

The team sat down, took their time with deciding what all approaches could be used to solve the given problem statement. These are the ideas we have collected as a team.

Person 1	Person 2	Person 3	Person 4
Peer Benchmarking	Cost and Benefit Analysis	Provide insights on areas like salaries, skills, etc.	Form Predictions for Future
Make Predictions for Workforce Betterment	Take surveys from users	Employee Benchmarking	Personalized Dashboards for HR Professionals and Business Officials
Employee Engagement Dashboard	Recruitment Analytics	Training and Development	Compensation and Benefits Analysis
Absenteeism and Time-off Tracking	Employee Demographics and Locations	Workforce Diversity Goals vs. Achievements	Career Pathing and Development Plans

Grouping Ideas and Voting

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Group ideas

The team analyzed all the similarities and differences among all the ideas and grouped them together on how these many ideas were similar. Voting was also done for overall assessment of the ideas.
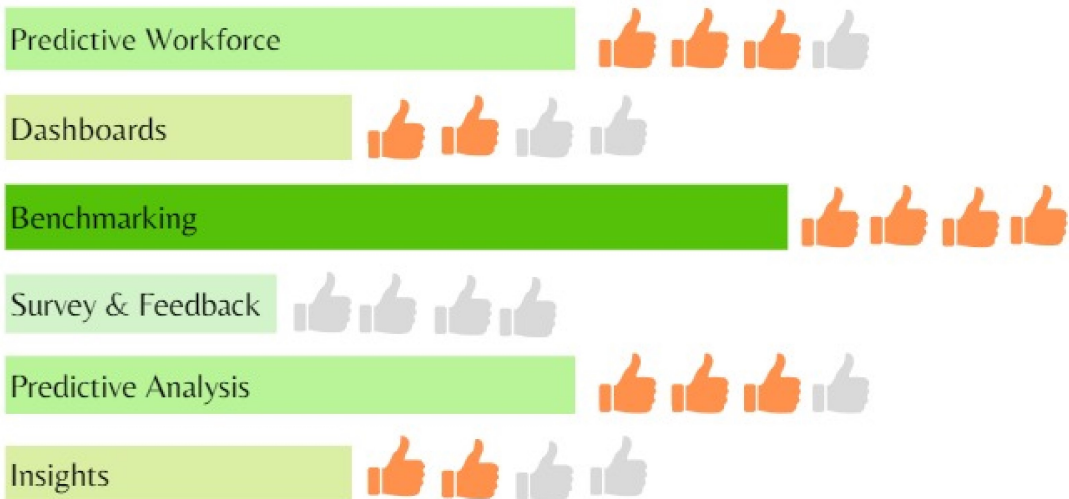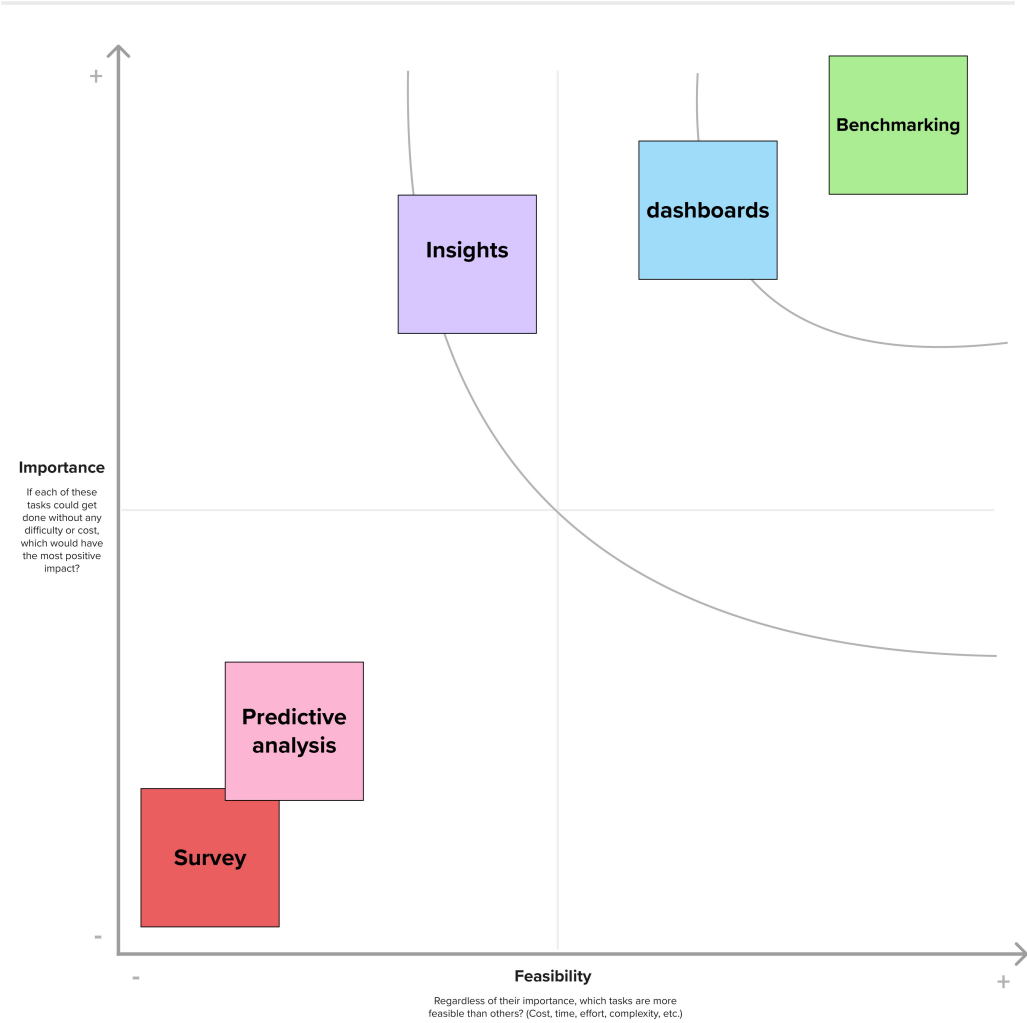
Idea Prioritization

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Prioritize

After elaborate discussions on the importance and feasibilities of the generated ideas, the members gave individual ratings to all of them. We found out the average rating and plotted a graph between **Importance** and **Feasibility** of the ideas to decide which idea won.

Importance

If each of these tasks could get done without any difficulty or cost, which would have the most positive impact?

Benchmarking

dashboards

Insights

Predictive analysis

Survey

Feasibility

Regardless of their importance, which tasks are more feasible than others? (Cost, time, effort, complexity, etc.)

Idea Selection

So, we chose to go ahead with Benchmarking as our solution for the given problem statement.

Benchmarking in Tableau can help HR professionals and business officials to compare the organization's employee performance to industry standards or their peers.

To begin with, benchmarking facilitates the objective assessment of an organization's talent management strategies, enabling a clear understanding of where it's employees excel and where they need any type of improvement.

By having access to this comparative data, HR professionals and business officials can make informed, data-driven decisions. They can set realistic goals, allocate resources effectively, and mitigate risks by addressing areas that may pose a threat to the organization's success.

Moreover, benchmarking encourages a culture of continuous improvement, as organizations can regularly adjust their HR strategies and set new performance targets. This, in turn, allows organizations to gain a competitive advantage by leveraging their HR performance to attract / hire top talent employees in the future.

Furthermore, benchmarking helps organizations identify trends and emerging best practices in talent management, ensuring they remain relevant and competitive in an ever-evolving business landscape.

Thus, benchmarking would prove to be a strategic practice that would promote data-driven decision-making, competitiveness, and the ongoing enhancement of talent management decisions.