



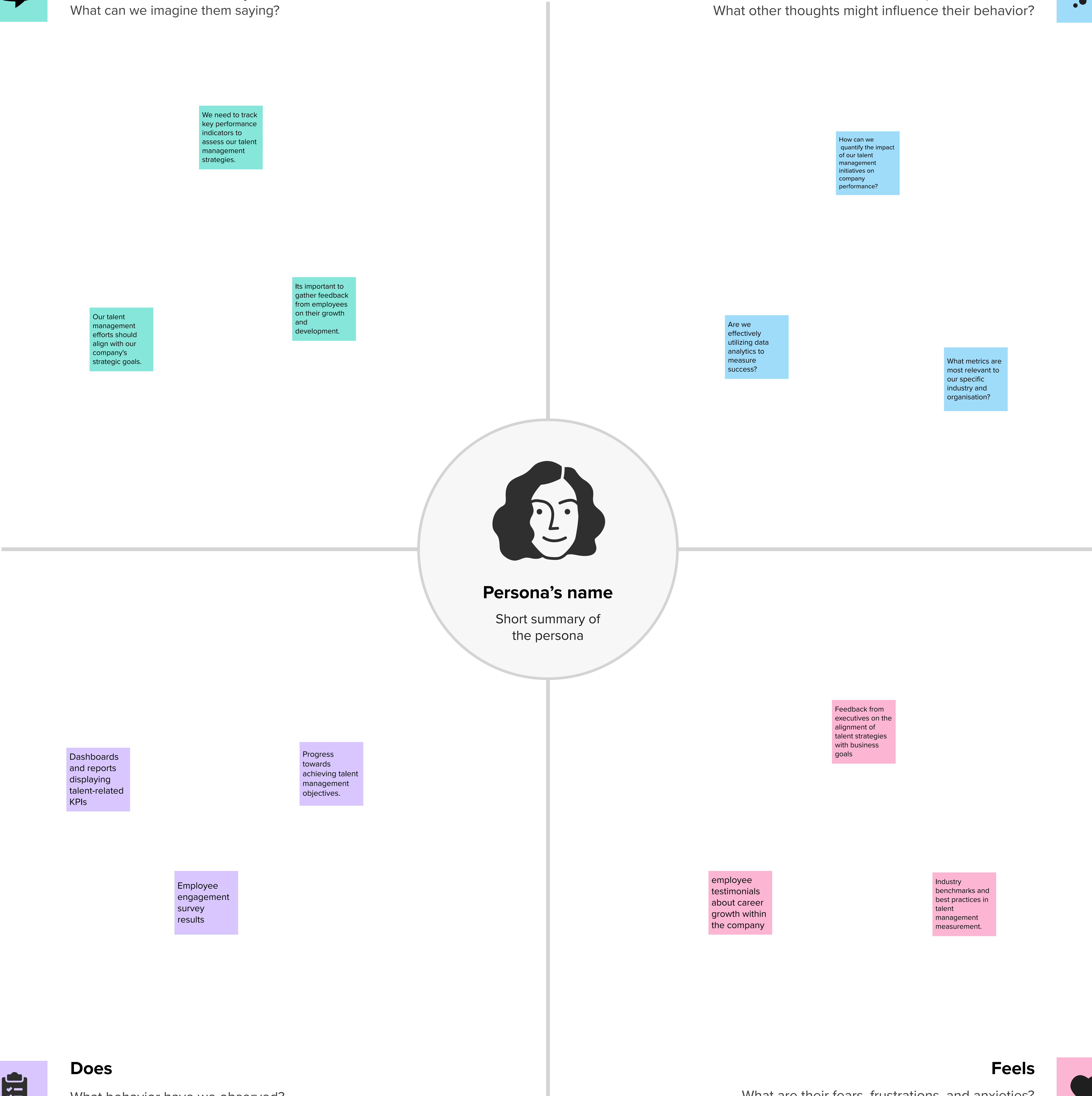
Says

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?



We need to track key performance indicators to assess our talent management strategies.

Our talent management efforts should align with our company's strategic goals.

Its important to gather feedback from employees on their growth and development.

How can we quantify the impact of our talent management initiatives on company performance?

Are we effectively utilizing data analytics to measure success?

What metrics are most relevant to our specific industry and organisation?

Dashboards and reports displaying talent-related KPIs

Progress towards achieving talent management objectives.

Employee engagement survey results

Feedback from executives on the alignment of talent strategies with business goals

employee testimonials about career growth within the company

Industry benchmarks and best practices in talent management measurement.



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?