



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?

Turnover: Tracking leavers is hugely important because turnover rates provide clues about weakness in multiple facets of the talent management process

Employee satisfaction :
This metric directly impacts retention and is often measured via surveys and one-on-one conversations with managers.

Yield ratio:
Yield ratios measure the efficiency of an organization's hiring process.

Employee development & Training:
Investing in employee growth is an investment in the organization's future.

Performance management & Appraisal :
Transparent performance management systems enable regular feedback, goal alignment, and skill development.

Succession Planning:
Anticipating and preparing for future leadership needs is critical.



Measuring Success In Talent Management

Understand the purpose and Importance of Talent Management

Identify the talent gaps and requirements to drive Business.

Develop talent to enhance Performance.

Talent Management metrics are a set of quantitative measures used to evaluate the effectiveness of an organization's talent management strategies and programs.

Organizations can make enhanced, data-driven decisions to attract, retain, and develop top talent by keeping track and analysing these metrics.

Talent management strategies and help identify areas of improvement.



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?