



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?

The time and money spent on training activities are important talent management metrics

Talents are people with a high growth potential

Measuring performance results is critical for all organizational programs

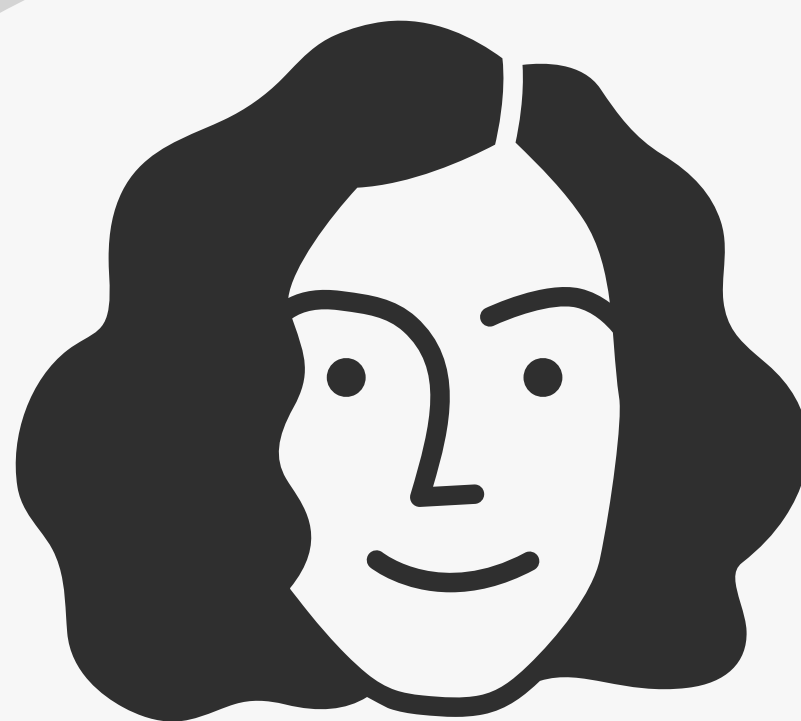
Compare the costs of proposed programs to current TM program in terms of the financial benefits produced
cost benefit analysis

Enabling this growth through learning and development activities is a requirement for any effective talent management process

Complete understanding of capabilities and workforce potential

This results oriented perspective is also expected in the HR department for TM

Overall result will a cost benefit ratio and can be reflected on the HR balanced scorecard



Sathya S

Short summary of the persona

Provides organizations with a way to measure their performance in critical areas

Helps reduce turnover rates

Adopting more sophisticated talent management as a competitive advantage

Turning raw data into actionable knowledge

Improves overall performance of the organization

Increases revenue per employee

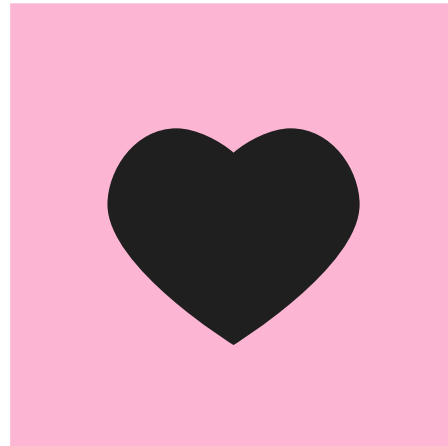
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Does

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?