



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?

HR Perspectives:  
1. Financial perspectives  
2. Customer perspectives  
3. Internal processes perspectives  
4. Learning and growth perspectives

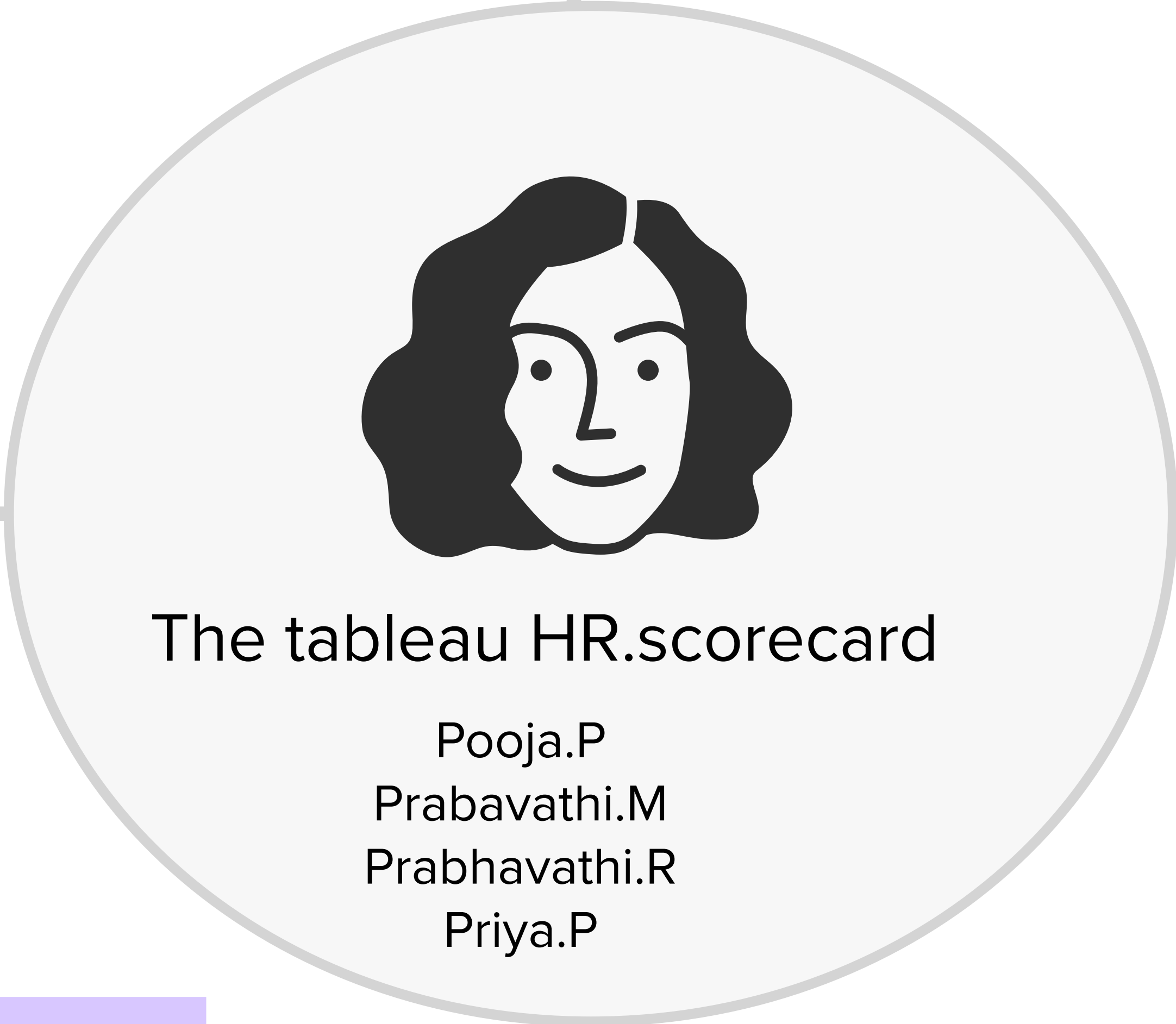
Relation rate:  
Employee retention is your ability to keep the employees you want in your business

Employee distribution:  
Distribution is a fundamental metrics to track when representing diversity, equality and inclusion goals and identifying

Benchmark and compare both internally and externally

Accurately evaluate performance and the employee productivity rate

Employee turnover rate:  
A high turnover rate means many of your employees are leaving the organisation



Manager develop line assignment

Executive coaching behaviour management

Hiring cost:  
Helpfully, there is a standardized definition of cost to hire which list all the internal and external cost that need to be included in the matric

High - potential talent:  
Talent management model is used to analyse and compare employee work performance and potential

Global infrastructure cordinate and aligned management system

Virtual performance getting trings done in terms across boundaries



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?