



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?

Talent management is about a set of HR processes that integrate with each other. It goes beyond individual HR functions. A talent management strategy requires a holistic outlook on these processes to maximize its potential.

By challenging their employees to grow and develop, organizations create an environment where people can voice new ideas and innovate.

Talent management refers to the way in which a company puts together the best workforce for its business model and continues to develop and meet the individual motivations and needs of employees so that they stay with the company.

Effective talent management includes identifying and developing high-potential employees to assume key roles in the organization in the future.

Losing top performers is costly, both in terms of recruitment and lost productivity. Talent management practices that prioritize employee engagement, recognition, and career development help retain valuable employees and reduce turnover rates.

Talent management practices have evolved over the years to cater to people-specific trends much like all other aspects of work, and have changed in fast strides over the last few years. Strategic talent management is a necessity in today's hyper-change environment. Global trends in talent and human capital management have led to a renaissance of the work-worker-workplace equation.



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THE TABLEAU HR SCORECARD
MEASURING SUCCESS IN TALENT
MANAGEMENT

Turnover in your talent pool is per definition unwanted. Talents are people who have a high future potential. These are the people that you want to educate and train so they can be even more valuable for the organization in the future.

Quality of hire is at the top of the list of useful performance KPIs for most companies, as it measures the value new hires bring to a company. Hiring quality employees means less turnover, more productivity, better culture, and greater overall success for the company.

Evaluating a talent acquisition strategy with a data-driven approach will give companies a more holistic view of how talent acquisition is impacting the business strategy and how they can improve it so that they can consistently attract and hire the best talent.

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Build a survey that is easy and quick to answer, focusing only on key satisfaction aspects regarding the recruitment process, to get more answers. Also, do not forget to protect the candidates' privacy

This is the number of days between the start of the recruitment process and the moment a candidate gets hired. Most talented people are off the market in 10 days, so having a shorter process gives companies a better chance at attracting and hiring top talent.



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?