

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?

By challenging their

employees to grow

organizations create

an environment where

people can voice new

Talent management practices have

evolved over the years to cater to

people-specific trends much like all

changed in fast strides over the last

today's hyper-change environment.

Global trends in talent and human

capital management have led to a

renaissance of the work-worker-

other aspects of work, and have

few years. Strategic talent

workplace equation.

management is a necessity in

ideas and innovate.

and develop,

Losing top performers is costly,

both in terms of recruitment

and lost productivity. Talent

management practices that

career development help

reduce turnover rates.

engagement, recognition, and

retain valuable employees and

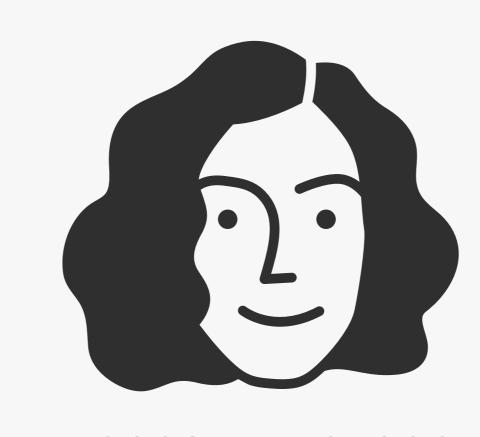
prioritize employee



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.

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 highpotential employees to assume key roles in the organization in the future.



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THE TABLEAU HR SCORECARD MEASURING SUCCESS IN TALENT **MAMAGEMENT**

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.

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.

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.

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.

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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



Does

What behavior have we observed? What can we imagine them doing?



What are their fears, frustrations, and anxieties? What other feelings might influence their behavior?

