



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?

Benefits of talent management

Businesses become employers of choice and attract talent organically by making their brand a central component of their talent strategy.

Continuous strengthsbased coaching helps employees develop skills and reach their full potential, thereby increasing efficiency

What is the talent management process?

Use analysis tools, prescreening questionnaires, skills tests and interviews to narrow the list of candidates and make an offer

Keep teams connected and focused with engagement tools that help identify potential retention risks and retain top performers.



The talent management model

ADP recognizes these pillars of a successful talent strategy:

Create succession plans that allow employees to advance their careers when openings become available

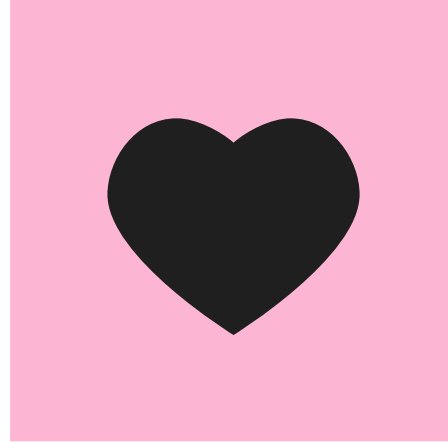
Align talent goals with larger business objectives

Fulfill employee expectations and deliver on hiring promises

What are some key components of talent management?



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?