



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?

OBJECTIVES OF TALENT MANAGEMENT:

- *Creating Future leaders from within the Organization.
- *Improving and Maximizing the Employee Performance.
- *Reducing the Hiring Cost of the Organization.
- *Employees Empowerment.

DEVELOPING:

Ensures overall talent development and growth of the employees within an organization. Counselling, guiding, Coaching, educating, mentoring employees and job rotation.

PLANNING:

- * Identifying the talent gaps.
- * Job Evaluation.
- * Job Description.

RETAINING:

- *Organizational existence and survival. Positive & motivating organization culture should be provided.
- *Promotions and increments, recognition for performance & rewards, opportunities of growth.

TALENT MANAGEMENT:

Talent Management is a constant process that involves attracting & retaining high-quality employees, developing their skills & continuously motivating them to improve their performance.

Measuring Success in Talent Management

Successful companies such as Costco, Quik-Trips, and Traders Joe's understand that loww costs, excellent customer satisfaction and strong financial performance depend on positive employee work experiences in other words, happiness.

HR professionals think that happy employees are more productive. The booming area of happiness research provides answers, along with practical tips for improving talent management.

Strategic talent management results in the accomplishment of organisational vision.

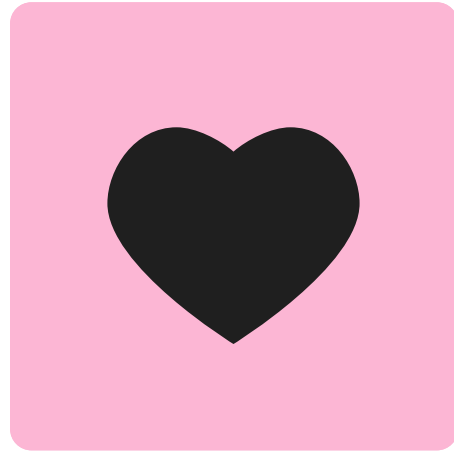
It builds up a good reputation of the company among the job seekers.

Employees get a chance of learning and improving themselves.



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?