

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 planning & acquisition		Performance management, Onboarding & Integration
	INTEGRATED TALENT MANAGEMENT	
Succession, Readiness & Retention		Individual Leadership& Management Development

High- performer turnover rate		External hiring versus internal
	Identify and track relevant Key Performance Indicators	
High- potential talent		Candidate reactions



MEASURING SUCCESS IN TALENT MANAGEMENT

TEAM LEADER
T.Kaviarasan

Team members
E.Arunkumar
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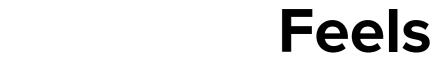
Finding and retaining employees who can drive a company to success		Stimulate on open work environment
	Focus on strengths and motivations	
Create a culture of responsibility		Retention rates, time-to-fill roles and internal mobility rates

Organisations don't find critical talent in the labour		Companies lack existing crtical skills inside their workforce
	Not enough employees develop critical skills meet current/future needs	
People with critical skills/competencies leave the company		High- performres leave the organisation due to a lack of internal career



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?

