



Says

What have we heard them say?
What can we imagine them saying?



Thinks

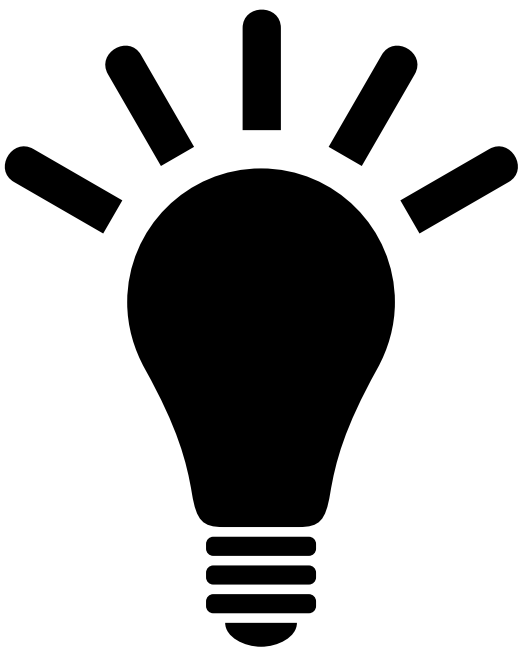
What are their wants, needs, hopes, and dreams?
What other thoughts might influence their behavior?

HR professionals and managers gain insights into their needs, and aspiration, which can in turn inform strategies, for recruitment, development, and retention.

Diversity and Inclusion: promote a diverse and inclusive workspace to attract and retain a broader range of talents.

performance Management: Implement a fair and transparent performance evaluation system to recognize and reward top performers.

Succession Planning: Identify and groom potential leaders within the organization to ensure a smooth transition when key positions become vacent



Identify key Talents: Identify employees with high potential and critical skills for your organization's success.

Employee Engagement: Create a positive work environment that keeps employees engaged, motivated, and committed to the organization.

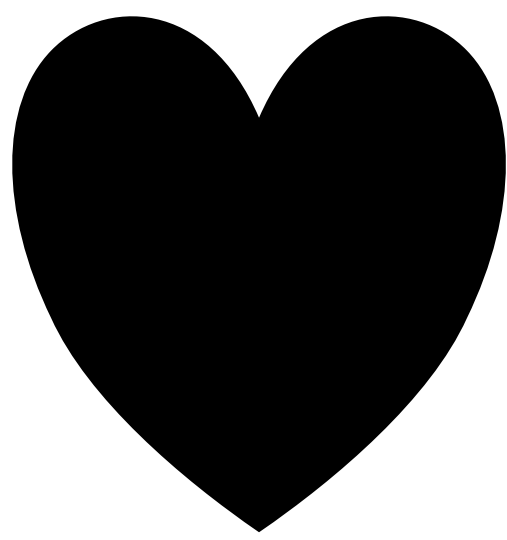


Talent Management is the systematic approach to attracting, nuturing and retaining top talent to achieve organizationl success

This might involve conducting interviews, organizing training sessions, or reviewing performance metrics.

This could range from feeling excited about a new hire to feeling stressed about potential turnover.

Employee Development: Provide opprtunities for skill development and career growth through training, mentoring, and coaching.

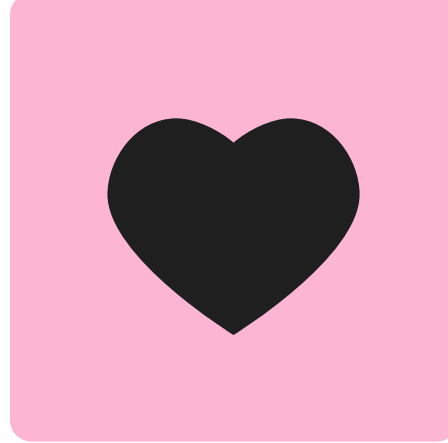


Feedback and Communication: Foster open communication between employees and managers for feedback, goal-setting, and career discussions.



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?

Talent Acquisition: Attract top talent by optimizing your recruitment process and employer branding.

Recognition and Reward: Recognize and reward employees for their contributions through bonuses, promotions, or other incentives.