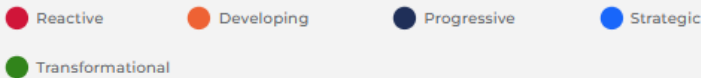


Thank you for taking the Talent Development Strategy Assessment

HR is seen as a strategic contributor. Analytics and workforce metrics support decision-making. Talent initiatives show ROI, and leadership participation in people strategy grows. However, most insights remain descriptive, not predictive.

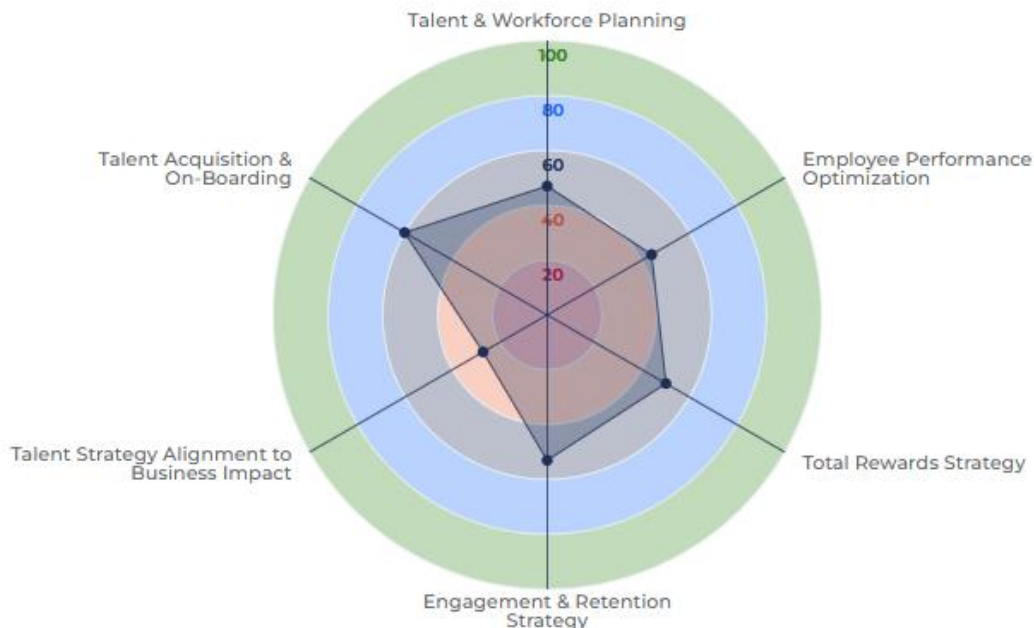
Actions to Advance:

- ✓ Integrate HR data with business performance dashboards.
- ✓ Develop leadership capability through coaching and performance insights.
- ✓ Pilot predictive modeling for attrition and readiness.
- ✓ Establish a cross-functional "People Insights Council."
- ✓ Create dashboards that link engagement, productivity, and financial outcomes.



Thank you for taking the Talent Development Strategy Assessment

This is how you scored



We've scored you against the following key areas:

Talent & Workforce Planning

Workforce planning is formalized and supported by basic analytics. Talent supply and demand are monitored for key functions. Leaders use dashboards to guide staffing discussions, and HR participates in strategic meetings. However, scenario modeling and predictive capabilities remain limited.

47%

Progressive

Employee Performance Optimization

Feedback is frequent and development-focused. Leaders conduct monthly or project-based reviews using digital tools. Performance data begin to inform promotion and development decisions. Employees see clear links between their work, feedback, and career advancement. Recognition systems are evolving, but analytics are still basic.

44%

Progressive

Total Rewards Strategy

The company offers market-competitive pay and a structured mix of monetary and non-monetary benefits. Analytics are used to compare salaries externally and track internal pay equity. Recognition programs align to company values, and employees understand how their performance affects rewards. Opportunities remain to personalize benefits and tie incentives to measurable business outcomes.

50%

Progressive

Engagement & Retention Strategy

Engagement is becoming part of everyday management routines. Leaders communicate openly, and recognition is consistent across teams. Pulse surveys are conducted regularly, and insights lead to tangible changes in work design and wellbeing initiatives. Retention strategies are proactive, focusing on internal career development and skill mobility.

53%

Progressive

Talent Strategy Alignment to Business Impact

HR leaders are invited to strategic meetings but mainly provide operational updates. Some programs—leadership development or engagement—connect to business metrics, but evidence of ROI is limited. Finance and HR data remain siloed, hindering predictive insight.

27%

Developing

Talent Acquisition & On-Boarding

Recruiting decisions are guided by analytics—sourcing channels, conversion rates, and quality-of-hire are tracked. Hiring teams collaborate through technology platforms. On-boarding is experience-based, integrating culture, learning, and early performance expectations. Candidates perceive a consistent, professional process.

60%

Progressive