

## Talent Management Scorecard

### Leadership Development / Succession Planning

- |  |       |     |
|--|-------|-----|
| 1) Top business executive is actively engaged in Talent Management                 | _____ | 50% |
| 2) Company has a formal process for Leadership Development                         | _____ | 50% |
| 3) Company has a comprehensive leadership development process considered strategic | _____ | 20% |
| 4) Organization has a consistent, enterprise-wide process for Succession Planning  | _____ | 20% |

### Performance Management

- |   |       |     |
|---|-------|-----|
| 5) Company has a standard process for establishing employee goals | _____ | 57% |
| - employee goals aligned with manager or corporate level goals    | _____ | 40% |
| 6) Employee development plans are consistent across the company   | _____ | 33% |

### Recruiting

- |  |       |     |
|--|-------|-----|
| 7) Company has well established processes for Internet recruiting                  | _____ | 67% |
| 8) Company has well established process for gathering/reporting recruiting metrics | _____ | 33% |

### Talent-Based Workforce Planning

- |   |       |     |
|---|-------|-----|
| 9) Company goes beyond current open headcounts and plans for future headcount needs | _____ | 37% |
| 10) Company has a good-to-excellent view of talent gaps within the company          | _____ | 22% |

### Systems

- |   |       |     |
|---|-------|-----|
| 11) Company uses an automated, intergrated HRMS (HR & Payroll system) | _____ | 80% |
| 12) Company uses a recruiting / applicant tracking system             | _____ | 60% |
| 13) Company uses an automated performance management system           | _____ | 53% |
| 14) Company uses an LMS (Learning Management System)                  | _____ | 40% |

### Talent Development - Top 5 Priorities for Improvement

- 1) Leadership Development
- 2) Succession Management
- 3) Performance Management
- 4) Recruiting & Staffing
- 5) Career Development