
















Excellent

5.0

Talent Management Rating Exercise



	Talent Hiring	Talent Development	Talent Measurement	Talent Planning	Overall	
Rater 1	■	■	■	■	##	Above Average
Rater 2	■	■	■	■	##	
Rater 3	■	■	■	■	##	Average
Rater 4	■	■	■	■	##	
Rater 5	■	■	■	■	##	Below Average
Rater 6	■	■	■	■	##	

Rater 7						Poor
Rater 8						
Overall						

- Candidate Sourcing / Candidate Pool?
- Accurate Job Requirements?
- Consistent & Disciplined Hiring Process?
- Efficient & Automated Hiring Process?
- Successful Track Record?

Overall Talent Hiring Grade?

- Increases in Individual Productivity
- Record of Promotion from within?
- Culture of Learning & Development?
- Individual Development Plans?
- Who to Train on What?
- Resource Allocation to Development?

Overall Talent Development Grade?

- Succession Planning for Each Function?
- Current "High Level" Attributes Known?
- High Potential Criterion Established?
- High Potential Individuals Identified?
- "Net" Cast Wide & Deep Enough?
- Retention Track Record of Talent?

Retention Track Record of Talent?

Overall Talent Planning Grade?

Identification of Metrics which drive Success?

Measurement of those Metrics?

Identification of Competencies which drive Success?

Evaluation and measurement of those Competencies?

Strong & Consistent Performance Evaluation System?

Overall Talent Measurement Grade?