High-Impact Talent Management Framework

Workforce P	lanning Enterprise	e Skills Gap Assessme	Diversity nt Talent Fo	proceeting	Talent Segmentation	
	Competency Man	alent Assessment agement Jo	Scenario	Planning Cr etencies Behaviors	itical Role Identification Experiences Skills	
Talent Acquisition	Leadership Development	Leadership		Action Learning Job Rotation Coaching & Mentoring	Total Rewards	
Sourcing Candidate Pools Assessment Employer Brand Recruiting Selection Onboarding Talent Mobility	Succession Management	Talent P Assessment & HiPo Iden	Calibration T	Talent Reviews Falent Pool Management Talent Mobility	Rewards & Recognition Pay for Performance	
	Career Management	Skills Assessment & Transferability Employee Brand Career Planning & Development Coaching / Mentoring Professional & Management Tracks Talent Mobility		Benefits Packages Critical Experiences Compensation Modeling Risk Benefit Analysis		
	Performance Management	Goal Alignme Skills Gap Ana Coaching & Devel	alysis Performand	Strength Assessment ce Evaluation & Calibration ormance-Based Pay		
Learning Strategy Audience Analysis Learning Programs		g & Capabilit	ty Developm		Learning Content Learning Architecture lowledge Management	

Source: Bersin & Associates, 2010.