

## Talent Management Diagnostic Rubric Evaluation of 16 Core Components

### Survey Overview:

The Millennials are driving an evolution in consciousness, which means the traditional systems for managing people does not fit this generation. Policies and systems must align with growing talent and match our new world values.

With this diagnostic, leaders can determine what’s working and what’s not working. It will give you information to solidify a Human Capital Strategy and Talent Philosophy that is on point to attract and retain Top Talent and Millennials. Results in improved recruiting and engagement, increased retention, lowers your recruiting and turnover costs, and positions you to be a cool place Millennials and Top Talent want to work in and will stay!

Diagnostic is administered by BALANCE, no bias and uses objective data gathering protocols. You’ll receive a findings report and an action plan with tangible recommendations after it is completed.

### Diagnostic Measures 16 Core Component of Talent Management

16 Core Components	
Human Capital Strategy	Talent Philosophy
Employee Engagement	Productivity Measured
Best Practices	Performance Evaluation System
Promotions	Career Succession Plans
Teams	Employee Handbook
Turnover and Absenteeism	Training Programs
Recruiting and Onboarding	Communication Channels
Employee Innovative Developments	Management of Social Media Reviews

### Survey Benefits:

1. Understand your organization’s strengths and opportunities for improvement to ensure your talent management practices match new world values and are focused on nurturing we-win relationships.

### Who Participates?

This diagnosis is completed in person by BALANCE and Human Resource (HR) personnel. BALANCE requires open access to data and full disclosure in answering questions and providing information requested. No confidential HR employee information or protected health information (PHI) is obtained; looking more at your strategies, systems, and processes. Estimated time to complete is 6-8 hours with HR, depending upon the size of your organization.

### Administered By:

**Sharla Beeken - Principal of BALANCE, Culture Expert and Leadership Coach**



Sharla offers consulting services that focuses on helping leaders, current and aspiring, build a healthier sustainable new world culture. She is very passionate about everyone’s light shining brightly, leading with love not fear, and building cultures that work in unity for the greater good of all.

Sharla has over 30-years of leadership experience including organizational development, eLearning, systems development, change management, employee engagement, and adult training in government, education, and healthcare. She has also taught 25-years at the college level and is very knowledgeable and experienced in adult learning and distance education. Sharla holds a master’s degree in Computer Resources & Information Systems from Webster University.