

talent**edge**weekly

5 FRAMEWORKS FOR **TALENT MANAGEMENT**

Curated by

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As organizations think through various aspects of talent management, many are using frameworks to help organize and communicate talent information in simplified ways.

This PDF includes 5 visual frameworks that can be used for different purposes in talent management.

These purposes range from evaluating various talent risks, communicating an organization's talent narrative to organizational stakeholders, and reprioritizing talent initiatives.

The 5 resources are sourced from:

- The Conference Board
- Deloitte Insights
- Gartner
- i4cp

Each page includes an image of the framework, a brief description of what it includes, and a link to the source document, which can be accessed by clicking each image.

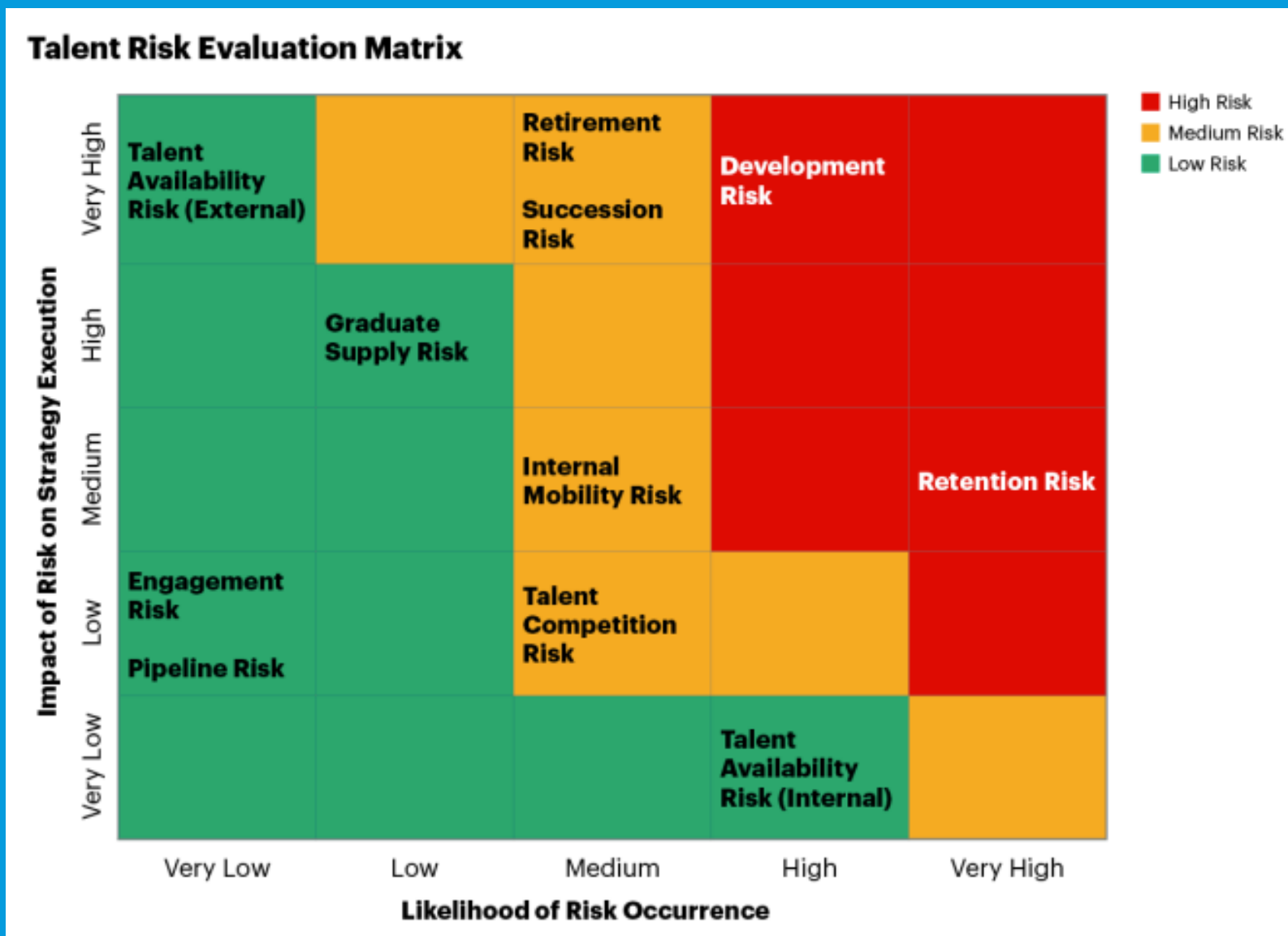
Gartner

How to Leverage Data for More Influential Workforce Planning

Figure 3 on page 10 includes a **Talent Risk Evaluation Matrix** to determine and prioritize 11 of the most common talent risks.

It is based on two factors:

- The likelihood of the 11 risks occurring.**
Table 2 on p. 7 includes sample metrics to assess the 11 talent risks.
- The impact of the risk on business strategy execution.** Table 4 on p. 9 includes example evaluation criteria to assess business impact.



Gartner

Build a Winning Talent Strategy for the New Talent Landscape

Figure 4. Initiative Prioritization Exercise

Business Impact	High	Actionable		Careful Consideration
	Medium			
	Low	Resource Trap		Parking Lot
		Low	Medium	High
		Complexity and Investment ^a		

Figure 4 on page 8 includes an Initiative Prioritization Matrix that can be used to make decisions about reprioritizing talent initiatives.

It is based on two factors:

1. **The potential business impact** of the talent initiative on creating organizational value.
2. **Complexity and investment** — the level of coordination and support required (complexity) and the degree to which the initiative requires resources or adjustments to team responsibilities (investment).

From these two factors, four types of initiatives emerge—ranging from Actionable Initiatives to Parking Lot Initiatives.

The Conference Board

Telling the Human Capital Story



This 20-page report includes ideas on how organizations can communicate and tailor the messages of their talent narrative to different stakeholder groups while still drawing from a single source of truth.

Page 19 shows a visual of seven stakeholder groups—such as investors, the board, employees, and customers— and the parts of the talent narrative in which they are most likely interested.

Skills Frameworks Fuel Skills-Based Organizations

Figure 1 provides a Hub and Spoke Model for drawing the connection between skills and talent practices.

The Hub comprises:

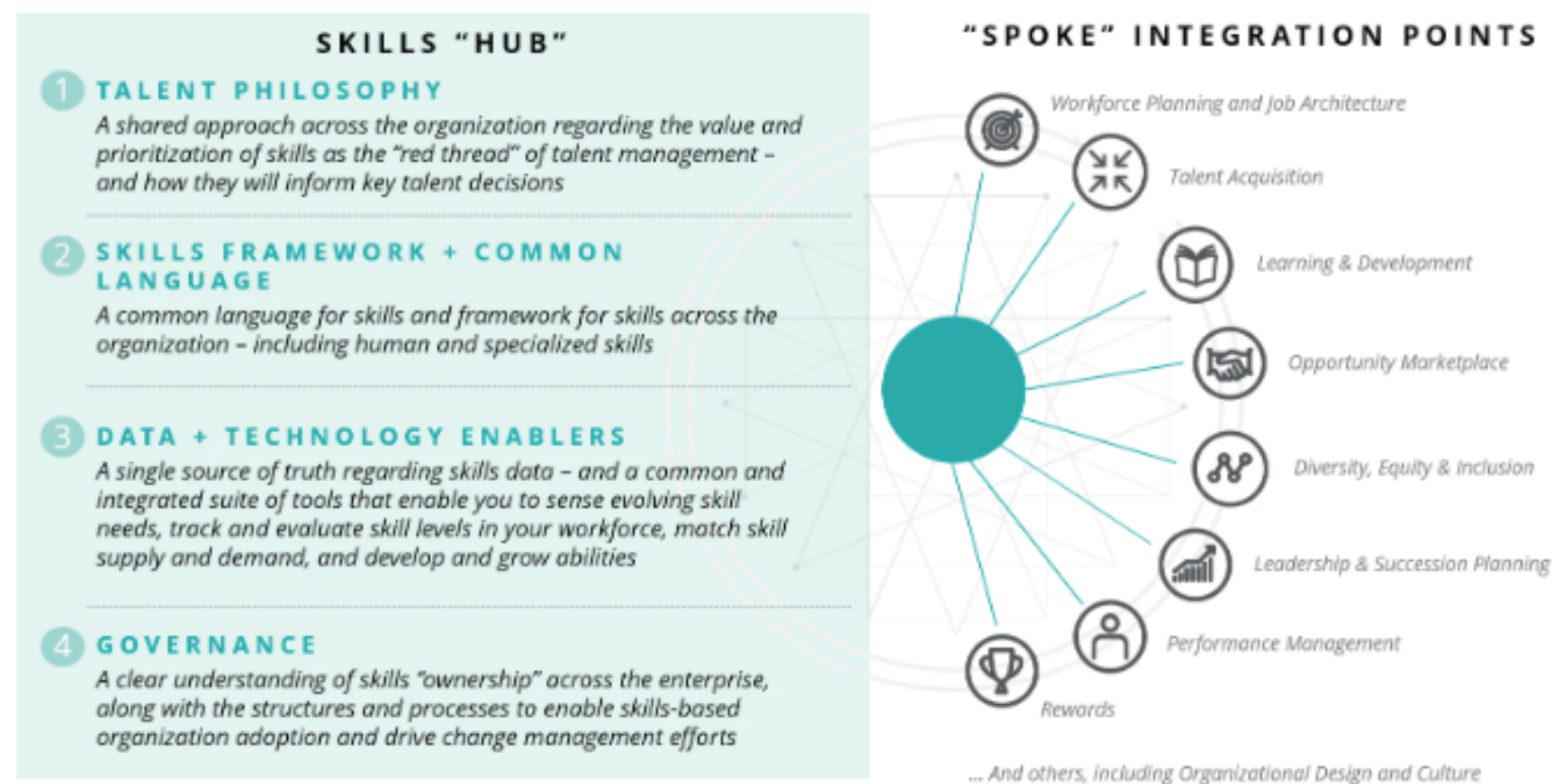
- **1)** Talent Philosophy, **2)** Skills Framework + Common Language, **3)** Data + Technology Enablers, and **4)** Governance (skills ownership, change management, etc.).

The Spoke component consists of:

- several integration points, ranging from workforce planning and job architectures, talent acquisition, opportunity marketplace, and rewards.

Organizations can use this model as a starting point for integrating, simplifying, and communicating the various components of their talent ecosystem.

Figure 1: Integrate Skills Through a “Hub” and “Spoke” Model



i4cp

How High-performance Organizations Find Talent From Alternative Sources

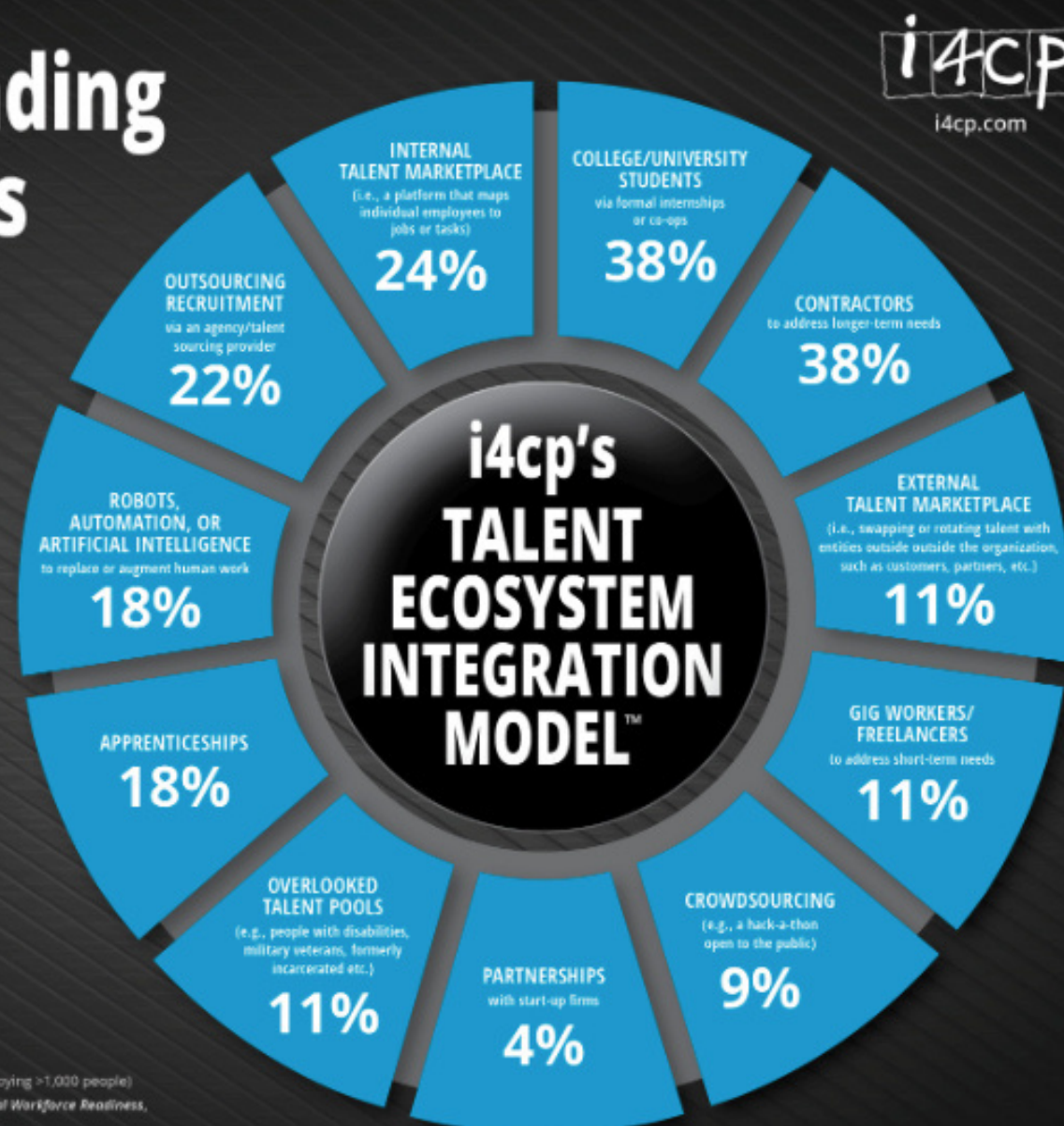
This article includes an infographic showing how high-performance organizations consistently leverage talent from 11 sources.

These sources range from an organization's own **internal talent marketplace to external partnerships.**

Where leading companies find new talent

High-performance organizations acquire the skills and capabilities they need from multiple sources.

i4cp's Talent Ecosystem Integrated Model illustrates the sources organizations are tapping into to a high extent to access the skills they need.



As HR, talent acquisition, and talent management practitioners continue to help their organizations source talent from various sources, this framework can provide ideas.

Do you want all 9 FREE curated resources on Talent Management Frameworks?

If so, [click here](#) or the image to
the right to get the 12-page PDF!

Talent Management Frameworks

This 12-page PDF includes 9 curated frameworks that can be used in talent management—from evaluating various talent risks, communicating an organization's talent narrative, and reprioritizing talent initiatives. Includes a summary of each resource and a link to the source. **It's yours for FREE!**

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Includes prompts for:

- The Conference Board
- Dave Ulrich and RBL Group
- Deloitte
- Gartner
- i4cp
- Josh Bersin
- World Economic Forum
- XPLANE