

9 Talent Metrics

On High Potential (HiPo) Employees

These **HiPo metrics** are examples and **do not represent an exhaustive list**. Use them as a starting point and modify.

Identification Accuracy

Definition: The % of high-potential employees who achieve significant performance milestones or promotions within a set time frame after being identified.

Purpose: Measures the effectiveness of the criteria and process used to identify HiPos, ensuring that those selected truly demonstrate high potential.



HiPo Retention

Definition: The % of HiPo employees who remain with the organization over a defined period.

Purpose: Measures the organization's ability to retain its top talent, which is critical for maintaining a strong leadership pipeline.



Development Programs

Definition: The % of HiPo employees actively participating in development programs (e.g., leadership training, mentoring).

Purpose: Ensures that HiPos are engaged in continuous development, preparing them for future leadership roles.



HiPo Success Rate

Definition: The % of HiPo employees who successfully transition into leadership or critical roles and meet or exceed performance expectations.

Purpose: Reflects the effectiveness of the HiPo identification and development processes in preparing individuals for higher responsibilities.



Assignment Success

Definition: The % of strategic or high-visibility projects led by HiPo employees that are completed successfully (on time, within budget, achieving objectives).

Purpose: Measures the effectiveness of HiPos in delivering on key assignments, indicating their readiness for more significant responsibilities.



HiPo Progression

Definition: The average number of role changes, promotions, or significant project assignments that HiPo employees receive within a specific time frame.

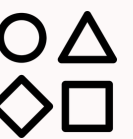
Purpose: Tracks how quickly and effectively HiPos are advancing within the organization, demonstrating their career growth and development.



HiPo Diversity

Definition: The level of demographic diversity within the HiPo pool compared to the overall workforce.

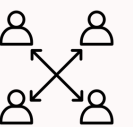
Purpose: Ensures that the HiPo identification process is inclusive and that diverse talent is being recognized and nurtured.



Cross -Functional EX

Definition: The % of HiPo employees who gain experience across different functions or departments within the organization.

Purpose: Measures the breadth of exposure and experience HiPos are gaining, which is critical for their development into well-rounded leaders.



Performance Consistency

Definition: The consistency of HiPo employees' performance ratings over time, especially as they take on new roles or responsibilities.

Purpose: Ensures that HiPos continue to perform at a high level, even as they face new challenges and opportunities.



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