

Bridge Your Talent Functions

Break down the silos between your talent functions by answering the following questions. Have each team address their respective questions to identify overlapping work and opportunities for collaborative strategic decisions. Start with the team whose challenges resonate most strongly with you before exploring the others.

Goal: Talent mobility

Right talent, right time, best outcomes

Talent acquisition

Sourcing

1. How could workforce analytics help you better anticipate and prepare for future talent needs?

Workforce planning

2. What skills gaps in our current workforce should drive our decisions to build vs. buy?

Talent management

Performance

3. What learning metrics should inform our promotion readiness decisions beyond traditional performance data?

Career paths

4. How do we bridge the gap between where employees want to grow and where our business needs them to grow?

Learning & development

Sourcing

5. How can we align learning opportunities with the future skills we need?

Workforce planning

6. What insights can help measure learning impact?

Create communication cadences

Monthly
Assess talent gaps

Quarterly
Align on career paths

Yearly
Measure mobility trends