Talent Reviews

talentedgeweekly

8 Example Questions and Why They Matter

Strategic Alignment

Question: What are our organization's key priorities for the next 18-36 months?

Purpose: Ensures the talent review process is grounded in the organization's strategic goals. It helps identify where leadership and skills are most needed to drive success.

HiPo Identification

Question: Who are our high-potential employees, and how do they align with our priorities and future needs?

Purpose: Increases the likelihood that development efforts are focused on those who can contribute most to long-term organizational success.

Succession Gaps

Definition: What critical roles lack a clear succession plan?

Purpose: Helps prioritize high-risk areas and develop targeted action plans to address potential gaps before they impact the organization.

Developmental Focus

Question: What is the most critical development action for each HiPo and successor to accelerate their readiness for more complex, larger roles or responsibilities?

Purpose: Forces decision-makers to prioritize the most impactful action.



Key Talent Retention

Question: What is the retention risk for key talent (however you define), and how can we mitigate these risks?

Purpose: Proactively identifies and mitigates retention risks in the most important areas.

Action Plan Clarity

Question: What are the specific actions we are all agreeing to take as a result of this review?

Purpose: Ensures that the talent review leads to tangible outcomes that address organizational priorities.

Accountability

Question: Who is responsible (non-HR) for ensuring each action identified during the talent review is executed effectively?

Purpose: Clear accountability ensures actions are executed, progress is tracked, and nothing falls through the cracks.

Follow-Up

Question: What is the timing and expectation for reporting back on the progress and outcomes of the actions identified? What is the success metric for each action?

Purpose: Creates transparency around what is expected, avoiding any confusion, and increases the likelihood of actions being taken in areas that matter most.

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