

Talent Review Assessment

Ensure your best employees are focused on the highest value work

WE HELP YOU GET THE PEOPLE PART RIGHT.

How fast can your talent develop? How high is your top performer's potential? Do you have the talent internally to grow, or do you need to go external?

The Talent Review is an assessment of an individual's current performance and future potential. The CorTalent Talent Review process uses a 5-box assessment to determine who is ready for more responsibility, which talent is under-performing, and identify potential successors for key roles.

What is a 5-box?

Top

Growth

Expert

Core

Mis-match

The 5-box helps define employee performance and potential. Individuals are placed in one of the five boxes to identify current capability and future growth opportunity. After placement, leaders prioritize development efforts to maximize employee potential and value to your organization.

How Talent Reviews Work

Before – 1. Initial Assessment

Gather evidence to inform the employee's performance and potential

During – 2. Calibration

Plot talent on 5-box continuum

During – 3. Development

Identify development opportunities and skill or experience gaps

After – 4. Activation

Share feedback, create development goals, and prepare employees for future career opportunities

Strategically Develop Talent



Identify Future Leaders

Develop and retain your top employees



Ensure right seat

Ensure mismatched employees find their right seat



Align Talent to Initiatives

Confidently assign critical projects to the right people