

<b>Method</b>	<b>Purpose and Characteristics</b>	<b>Primary Talent Requirements Addressed</b>
Succession management	To identify and develop talent to fill key positions in an organization. Includes nine box talent reviews, job rotation programs, high-potential identification, and leadership development programs.*	Helps ensure a steady supply of high-performing talent in critical roles Engage, retain, and use high-potential employees
Career planning	To help employees build their capabilities and achieve their career goals. Includes career development plans, career paths, and career interest inventories.	Engage, retain, and develop employees who are seeking to build a career
Training resources	To provide employees with specific knowledge, training, and skills needed to perform their current roles or prepare for future roles. Includes online and classroom training.	Provides employees with access to knowledge needed to perform current roles or move into future roles
Social learning	To provide employees with guidance on how to advance their careers and build relationships to increase engagement and knowledge sharing. Includes formal and informal career coaches, mentors, and online learning communities.	Provides employees with knowledge and relationships that help them advance their career Emphasis on learning through relationships, which increases employee retention
Assessment measures	To provide employees with insight into performance strengths and development opportunities. Includes 360 surveys and psychometric measures of work style, personality, and motives.	Increases employees' self-awareness and understanding of strengths and limitations Focuses development energy on things that matter the most
Transition management	To help employees adapt and rapidly reach full productivity in new positions. Focuses on technical training as well as methods to socialize people into new companies or groups.	Helps employees to reach full productivity in new roles while decreasing the risk of turnover in new staff