



# Employee Potential

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# Employee Value Proposition Components

## Corporate Brand

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## Recruiting Strategy

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## Rewards & Benefits

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## Employment Brand

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## Employment Feedback

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# Employee Value Proposition Canvas



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## The Performance-Values Matrix

**(PVM) model** has two independent dimensions:

- Core Values on the x-axis and Performance on the y-axis.
- The impact of an employee's performance on the company is used to measure performance.

# Performance Matrix



*Your Company Name*

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- Employers use talent management to recruit and develop a workforce that is as productive as possible and likely to stay with their organisation for the long term.
- This process, when implemented strategically, can help improve the overall performance of the business and ensure its competitiveness.

### Talent Management Model With Potential and Performance Details

This slide shows the talent management model which covers growth employee, future leaders, dilemma, core employee and many more.



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- **Employee performance** refers to how a member of staff performs their duties, completes required tasks, and behaves in the workplace.
- Performance metrics include work quantity, quality, and efficiency.

### Employee Performance Track and Potential Forecast Talent Grid

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		<b>Needs coaching</b>	<b>Rising star</b>	<b>Star</b>
<b>Future Potential</b>	<b>High</b>	Low performer with Good potential Add text	Good performer with excellent Future improvement scope Add text	Outstanding performer with Future performance promises Add text
	<b>Medium</b>	<b>Questionable fit</b>	<b>Contributor</b>	<b>Emerging star</b>
		Low performer, who May improve Add text	Standard performer, with Chance to improve Add text	Very good performer, with High chance to improve Add text
<b>Low</b>	<b>Marginal</b>	<b>Specialist</b>	<b>Expert</b>	
		Low performer, with no chance To improve Add text	Low performer with Good potential Add text	Excellent performer, with No chance to improve Add text
		<b>Bellow</b>	<b>Average</b>	<b>Exceeding</b>
		<b>Past Performance</b>		

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- **Succession planning** is a strategy for identifying and developing future leaders in your organisation, not just at the top, but at all levels.
- It assists your company in preparing for all contingencies by preparing high-potential employees for advancement.

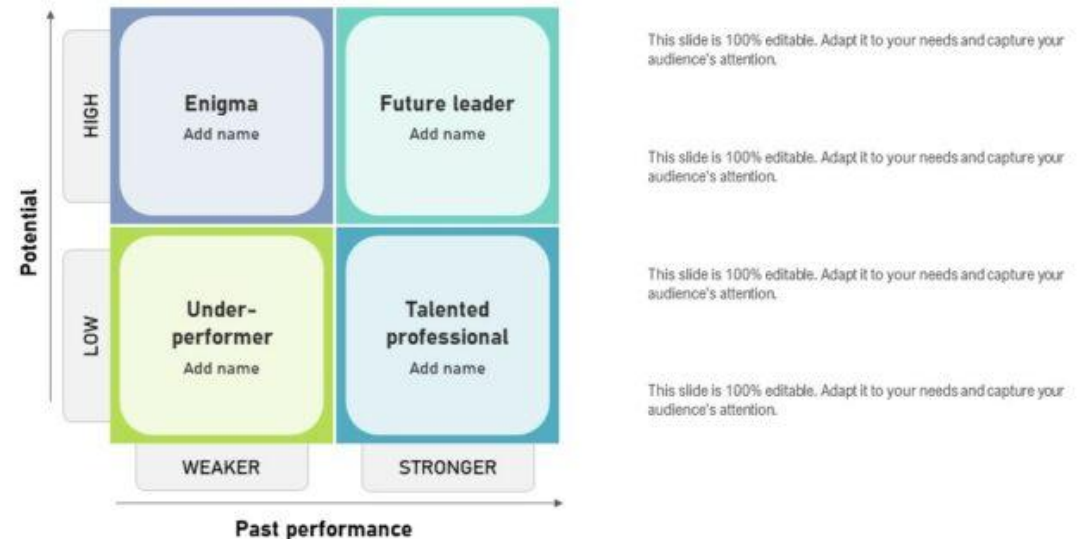
## Employee Competency and Assessment Grid



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- **Employee potential** refers to a person's knowledge as well as their natural abilities.
- Employees who are capable demonstrate the ability to work independently and consistently deliver results.
- Individuals with high aspirations are eager to learn and take on more responsibility.

### 4 Box Grid illustrating Employee Performance and Potential



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# FAQs

## What is Compensation & Benefits ?

- Compensation and benefits refer to a company's compensation/salary and other monetary and non-monetary benefits provided to its employees.
- Compensation and benefits are an important aspect of human resource management because they help to keep employees motivated.
- It assists in providing benefits to employees based on their performance and actions, and it brings out the best in employees at the workplace.

## What are the four pillars of talent management?

- Finding the open position.
- Finding a suitable candidate.
- They are honing their abilities.
- Retaining the individual in order to achieve long-term business goals.



## What exactly is a performance measurement matrix?

- When possible, performance measures are drawn from documented measurement initiatives.
- Clinical outcomes, utilisation, technical performance, and patient satisfaction are the four dimensions of traditional measures.
- The PMM incorporates nine different types of measures from existing data sets.

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