DEPARTMENT OF NATIONAL DEFENCE

CIVILIAN TALENT MANAGEMENT FRAMEWORK

DEFINING TALENT NEEDS 1

Defining talent needs within the context of integrated business and HR planning.

Incorporates analysis of employee's previous talent management summary reports.

Policies
Directives
Collective Agreements

DISCOVERING TALENT 2

Discovering employee talent through open dialogue between supervisor and employee to determine feasible and appropriate work objectives, competencies and learning activities.

Learning activities are based on current and future organizational needs and employee career goals.

Policies
Directives
Collective Agreements

MANAGING TALENT 3

Managing talent by supporting employee's daily efforts in accomplishing their work and meeting learning needs.

Support is demonstrated through on going feedback, coaching, assessment and guidance.

Policies
Directives
Collective Agreements

ANALYZING TALENT 4

Analyzing talent through the achievement of work objectives and demonstrated competencies.

Talent readiness is discussed between supervisor and employee. Information is captured in a Talent Management Summary Report.

Policies
Directives
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Bringing out the best in every employee!