

Talent Management Review (TMR) 4-Box Model

LATERAL NEXT MOVE	PROMOTION NEXT MOVE
<p>RESULTS</p> <ul style="list-style-type: none"> Fully Meets/Exceeds Expectations in Results criteria Consistent performance over an extended time period <p>ASPIRATIONS & READINESS</p> <ul style="list-style-type: none"> Interested in and capable of transferring positions <u>within 18 months</u> Skill set would grow / align well with another assignment Requires broader scope prior to promoting (<i>if applicable</i>) <p>LEADER ACTION</p> <ul style="list-style-type: none"> <input type="checkbox"/> Determine lateral position <input type="checkbox"/> Assign developmental actions to prepare leader for the move 	<p>RESULTS</p> <ul style="list-style-type: none"> Consistently Exceeds Expectations in Results criteria Leverages key partners to drive results; seeks to do more in current role <p>ASPIRATIONS & READINESS</p> <ul style="list-style-type: none"> Interested in and capable of holding a higher position <u>within 18 months</u> Exudes strong leadership skills and is known for being a role model <p>LEADER ACTION</p> <ul style="list-style-type: none"> <input type="checkbox"/> Create development plan to prepare for move based on results and feedback <input type="checkbox"/> Connect to others in areas that align with the leader's aspirations
IMPROVE PERFORMANCE	DEVELOP IN ROLE
<p>RESULTS</p> <ul style="list-style-type: none"> Does Not Meet Expectations in one or more Results criteria Results may be inconsistent over an extended time period On or at risk of being on Corrective Action or a PIP <p>ASPIRATIONS & READINESS</p> <ul style="list-style-type: none"> Skill set may not be aligned with current role Significant development needed before movement <p>LEADER ACTION</p> <ul style="list-style-type: none"> <input type="checkbox"/> Monitor and document performance (<i>escalate as needed</i>) <input type="checkbox"/> Keep in role (<i>unless leader excelled in a previous role</i>) 	<p>RESULTS</p> <ul style="list-style-type: none"> Meets/Exceeds Expectations in Results criteria Consistent performance over an extended time period New to role (<i>up to 6 months</i>) <p>ASPIRATIONS & READINESS</p> <ul style="list-style-type: none"> Skill set is aligned with current role; strong contributor Not interested in another position OR readiness >18 months Movement readiness may develop by broadening current position's scope <p>LEADER ACTION</p> <ul style="list-style-type: none"> <input type="checkbox"/> Review and assess all aspects of leader's current role <input type="checkbox"/> Leverage leader's strengths to improve areas of opportunity