**HR-050 Integrated Talent**

<table>
<thead>
<tr>
<th>Code</th>
<th>Activity</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>HR-050</td>
<td>Integrated Talent</td>
<td>The process by which organizations effectively manage Performance Management, Career Development, Competency Management, and Succession Planning to create a seamless, user-centric employee and manager experience across the talent spectrum.</td>
</tr>
<tr>
<td>HR-050-010</td>
<td>Create and Maintain Competency Models</td>
<td>Activities related to creating and maintaining competency models across the organization</td>
</tr>
<tr>
<td>HR-050-020</td>
<td>Assign Statewide Goals</td>
<td>Activities related to defining and cascading state and agency objectives to influence team and individual objective setting. The objectives could be both statewide and agencywide objectives.</td>
</tr>
<tr>
<td>HR-050-030</td>
<td>Assign Agency / Unit Goals</td>
<td>Activities related to defining and cascading organization-wide goals to influence team and individual objective setting.</td>
</tr>
<tr>
<td>HR-050-040</td>
<td>Set Performance and Development Goals</td>
<td>Activities related to defining both individual performance and development objectives.</td>
</tr>
</tbody>
</table>
## HR-050 Integrated Talent

| HR-050-050 | Create and Maintain Employee Goals & Talent Profiles | Activities related to updating an individual’s talent profile within the system. |
| HR-050-060 | Conduct Ongoing and Frequent Feedback | Activities related to requesting and gathering feedback on behalf of a direct report and developing feedback summary for the employee to inform his / her developmental progress and needs. |
| HR-050-070 | Complete 360 Feedback | Activities related to gathering 360 feedback from feedback providers and develop feedback summary for the employee to inform his / her developmental progress and needs. |
| HR-050-080 | Conduct Performance Evaluation | Activities related to gathering 360 feedback from feedback providers and develop feedback summary for the employee to inform his / her developmental progress and needs. |
Business Process Map Legend

- **Start**
- **Event (e.g., Start, End)**
- **Subprocess**
- **Employee**
- **Swimlane**
- **Process Interface/Link**
- **Task/Activity**
- **AND Rule**
- **Task Connector**
- **OR Rule**
- **Document**
- **XOR Rule – Exclusive OR**
- **MTM**
- **Moment That Matters**
- **infor**
- **Infor system-enabled task / step**
HR-050-010 Create and Maintain Competency Models
HR-050-020 Assign Statewide Goals

- Start
  - HR-050-020-010 Schedule Goals Meeting with Leadership
  - HR-050-020-020 Share Current Goals
  - HR-050-020-030 Facilitate Meeting
  - HR-050-020-040 Participate in Meeting
  - HR-050-020-050 Discuss and Agree on Goals
- DHR / Agency
  - HR-030-020 Manage Day 1 Activities
  - HR-120-030 Problem Solving
- Agency Leadership
  - HR-050-020-060 Update or Enter Goals
  - HR-050-020-070 Cascade and Notify Managers & Supervisors of Goals
  - HR-050-030 Assign Agency / Unit Goals
HR-050-030 Assign Agency / Unit Goals

HR-050-020 Assign Statewide Goals

HR-050-030-050 Facilitate Meeting & Discuss Agency/Unit Goals with Appropriate Stakeholders

HR-050-030-010 Review HR Knowledgebase to Understand How to Set Agency/Unit Goals

HR-050-030-020 Review Agency & State Goals

HR-050-030-020 Review Agency/Unit Goals

HR-050-030-030 Develop and Assign Agency/Unit Goals

HR-050-030-080 Review Agency/Unit Goals with Appropriate Stakeholders

HR-050-040 Set Performance and Development Goals

HR-050-050 Create and Maintain Employee Goals & Talent Profiles
HR-050-040 Set Performance and Development Goals

- HR-030-020 Manage Day 1 Activities
- HR-050-030 Assign Agency / Unit Goals
- HR-050-040-010 Review HR Knowledgebase to Understand How to Set Goals
- HR-050-040-020 Review Agency/Unit and State Goals
- HR-050-040-030 Draft Individual Performance and Development Goals
- HR-050-040-040 Meet w/EE to discuss/edit Performance and Development Goals
- HR-050-040-070 Update/Finalize Performance and Development Goals
  - MTM
- HR-050-040-050 Align on Performance and Development Goals

- HR-050-070 Complete 360 Feedback
- HR-050-060 Conduct Ongoing and Frequent Feedback

- HR-050-080 Conduct Performance Evaluation
- HR-050-070 Complete 360 Feedback
- HR-050-080 Conduct Ongoing and Frequent Feedback

- HR-050-040-050 Maintain Employee Goals & Talent Profiles
HR-050-060 Conduct Ongoing and Frequent Feedback

Start

- HR-005-060 Performance and Development Goals
- HR-025-060 Investigations
- HR-035-060 Complaint (Part A)

Performance Issues?

Yes

- HR-050-060-100 Meet with Employee
- HR-050-060-100 Meet with Co-Worker and Appropriate Stakeholders on Next Steps

No

- HR-050-060-100 Discuss Progress on Goals and Development
- HR-050-060-100 Continue to Monitor and Track Progress
- HR-050-060-100 Update Talent Profile & Goals Based on Check-In

Management

- HR-120-060 Talent Management & Development

Employee

- HR-005-060 Performance and Development Goals
- HR-025-060 Investigations
HR-050-070 Complete 360 Feedback