

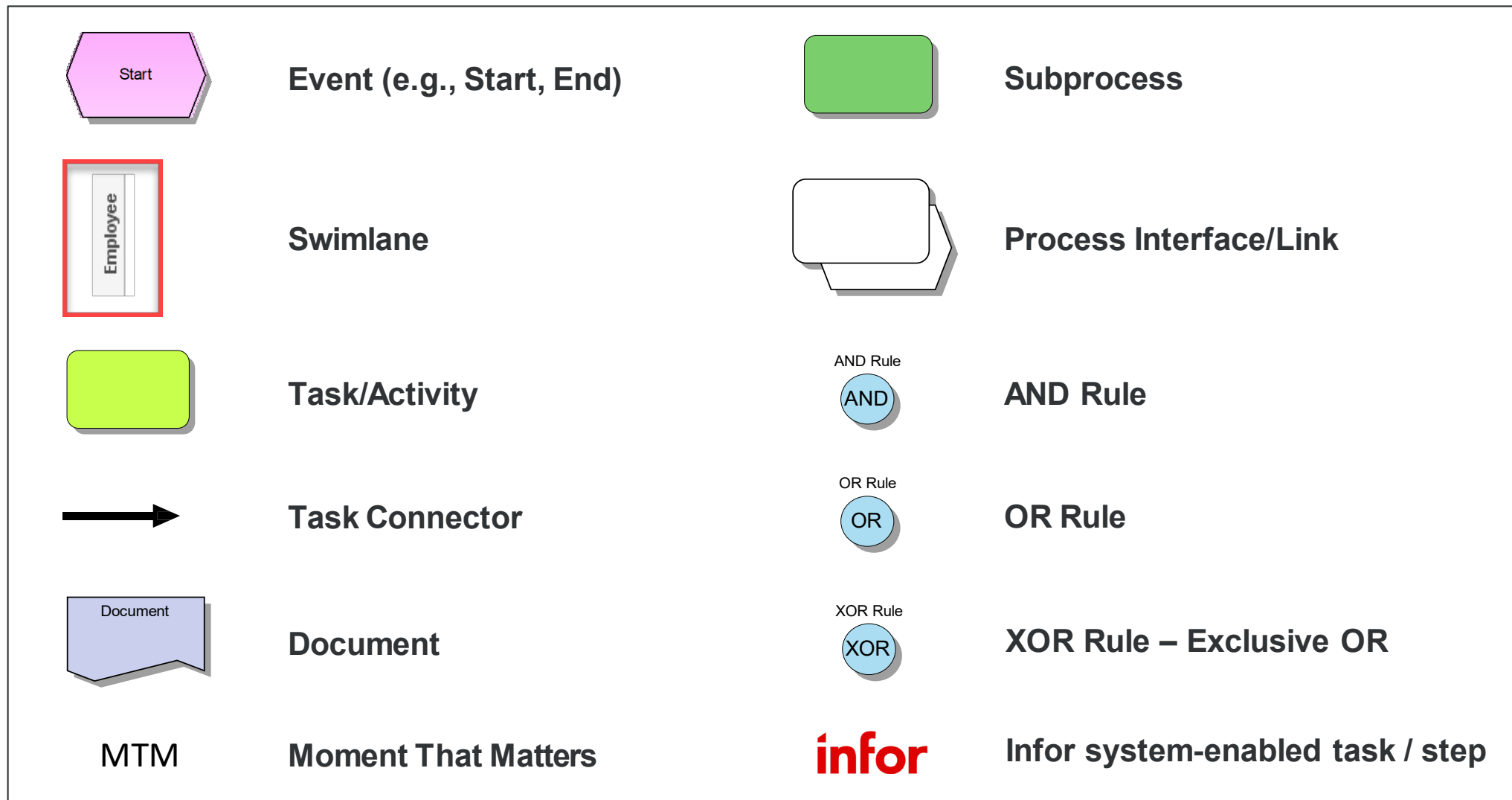
HR-050 Integrated Talent

HR-050	<u>Integrated Talent</u>	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.
HR-050-010	<u>Create and Maintain Competency Models</u>	Activities related to creating and maintaining competency models across the organization
HR-050-020	<u>Assign Statewide Goals</u>	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.
HR-050-030	<u>Assign Agency / Unit Goals</u>	Activities related to defining and cascading organization-wide goals to influence team and individual objective setting.
HR-050-040	<u>Set Performance and Development Goals</u>	Activities related to defining both individual performance and development objectives.

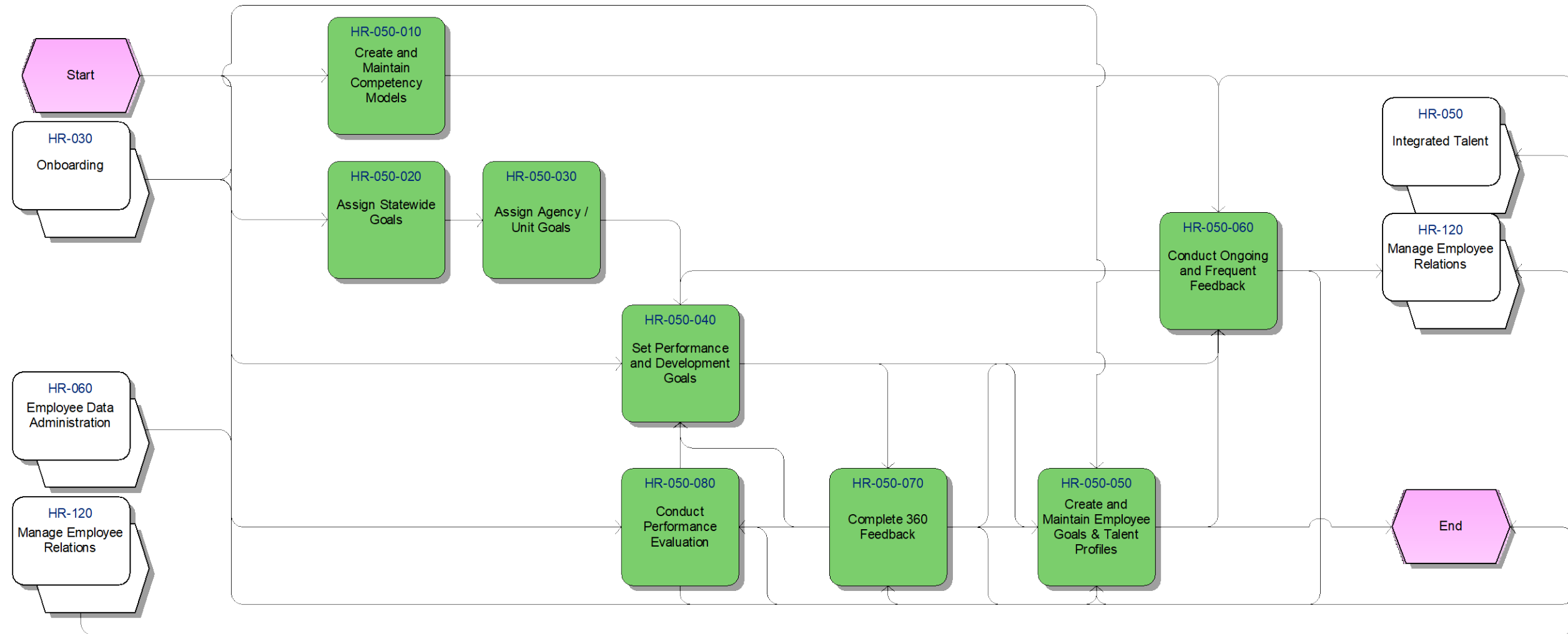
HR-050 Integrated Talent

HR-050-050	<u>Create and Maintain Employee Goals & Talent Profiles</u>	Activities related to updating an individual's talent profile within the system.
HR-050-060	<u>Conduct Ongoing and Frequent Feedback</u>	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	<u>Complete 360 Feedback</u>	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	<u>Conduct Performance Evaluation</u>	Activities related to gathering 360 feedback from feedback providers and develop feedback summary for the employee to inform his / her developmental progress and needs.

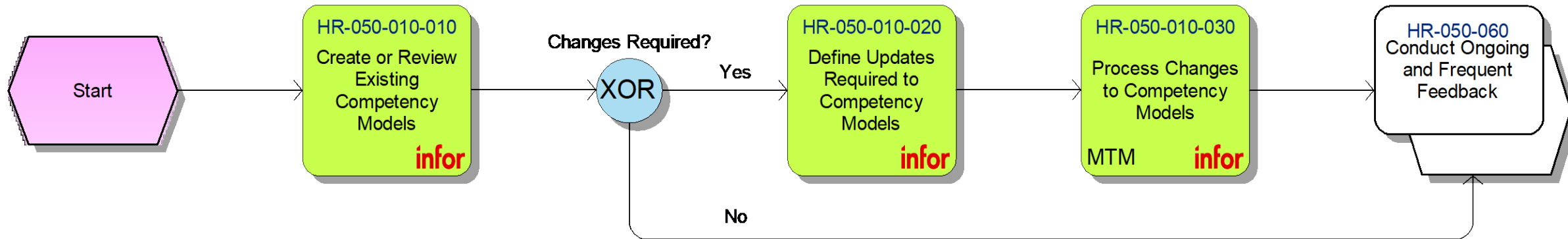
Business Process Map Legend



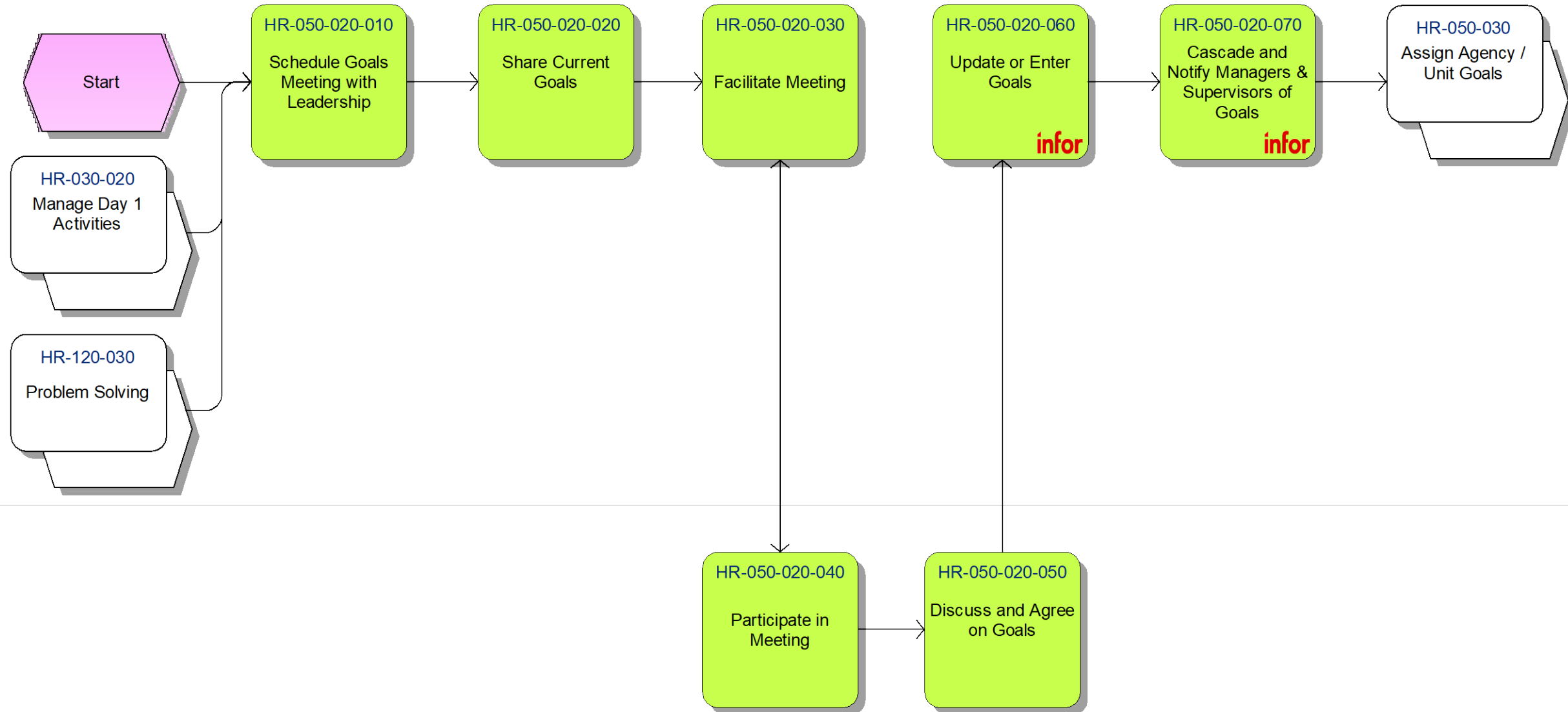
HR-050 Integrated Talent



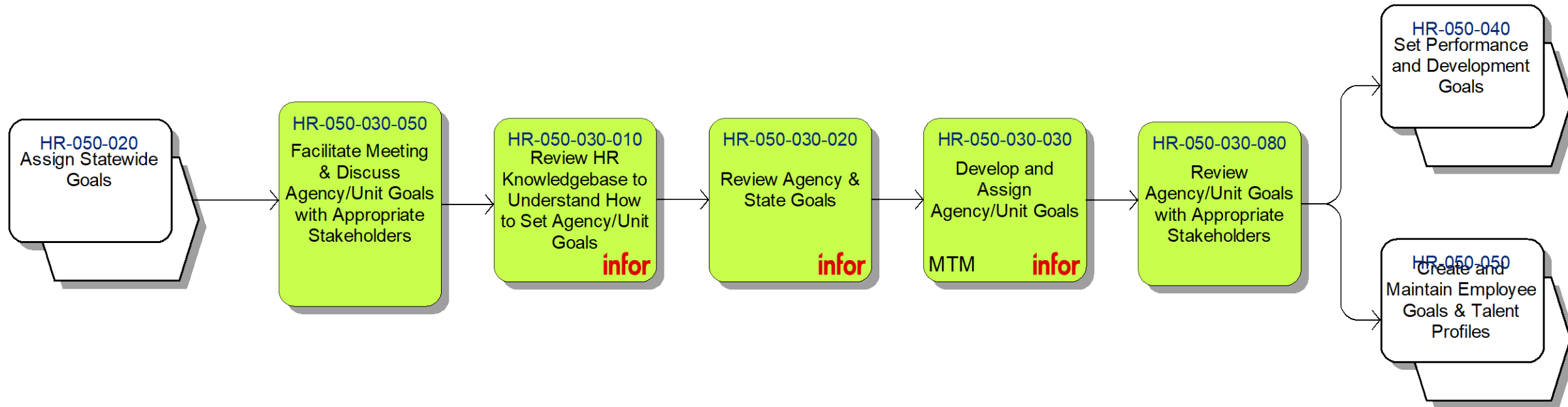
HR-050-010 Create and Maintain Competency Models



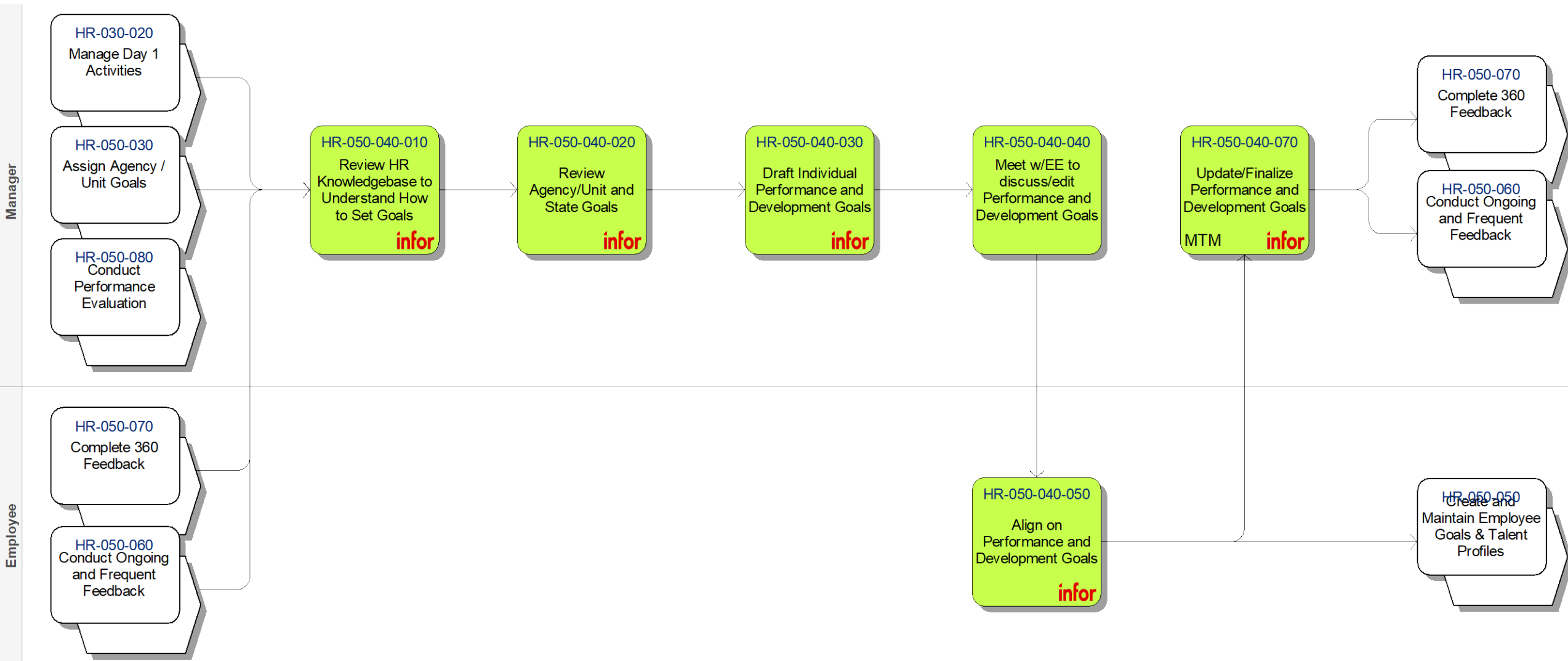
HR-050-020 Assign Statewide Goals



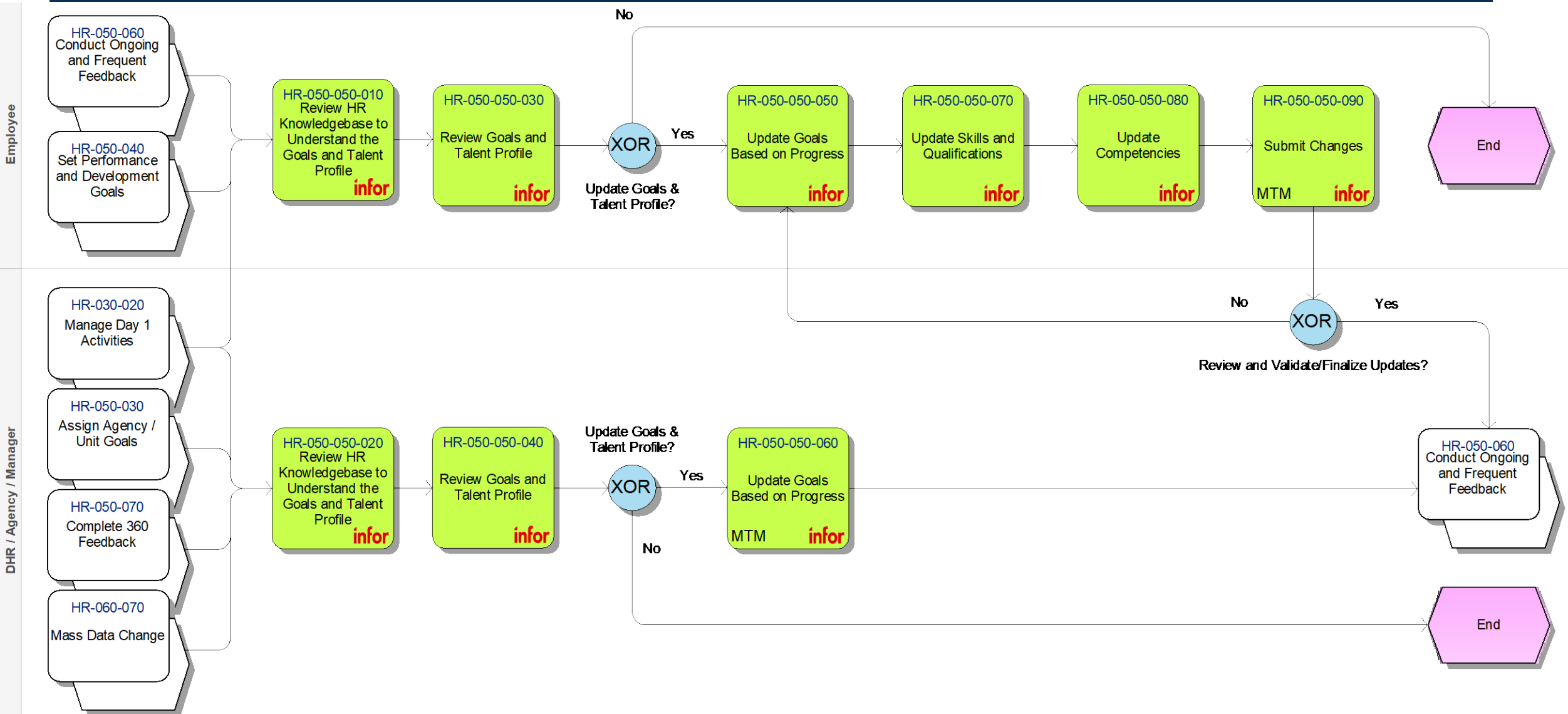
HR-050-030 Assign Agency / Unit Goals



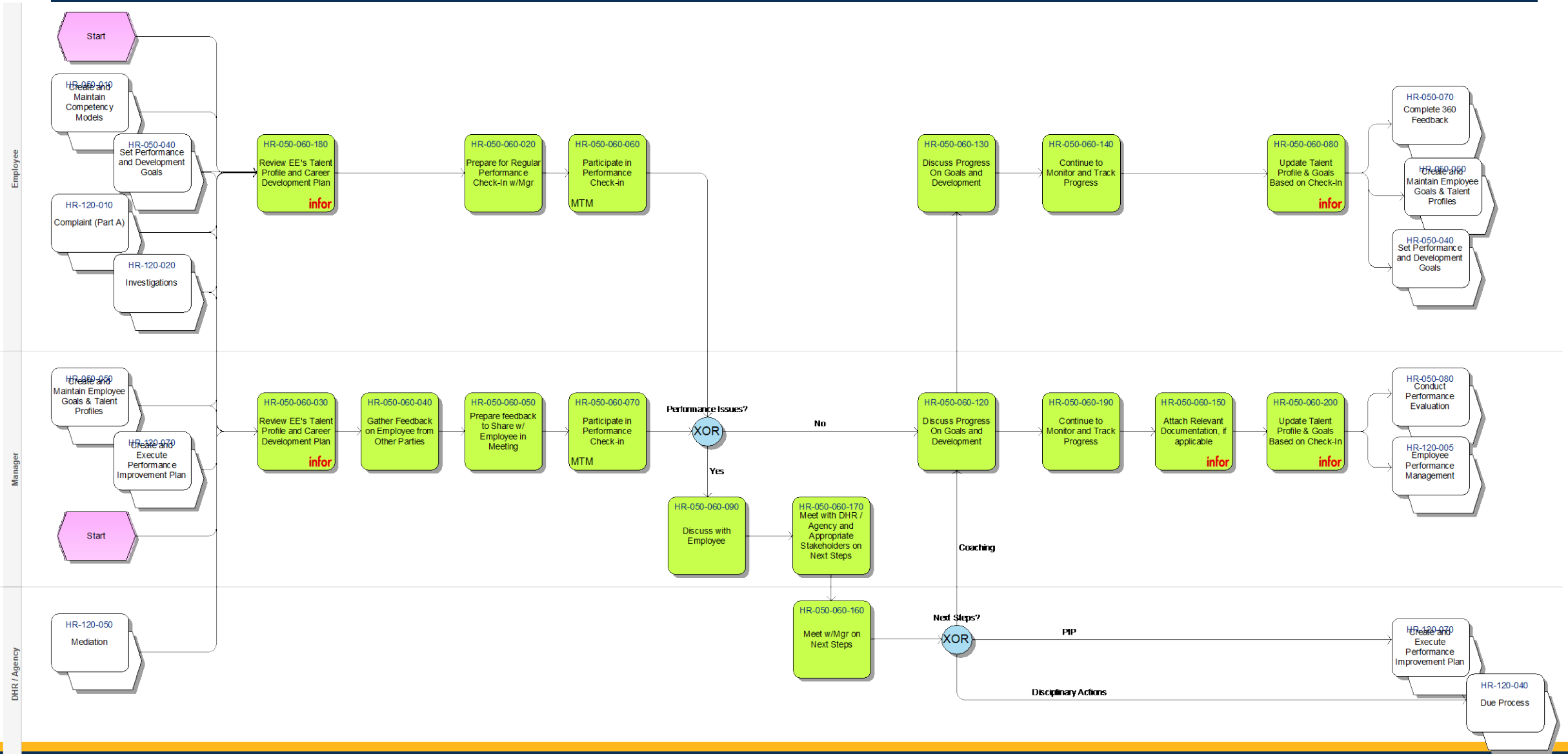
HR-050-040 Set Performance and Development Goals



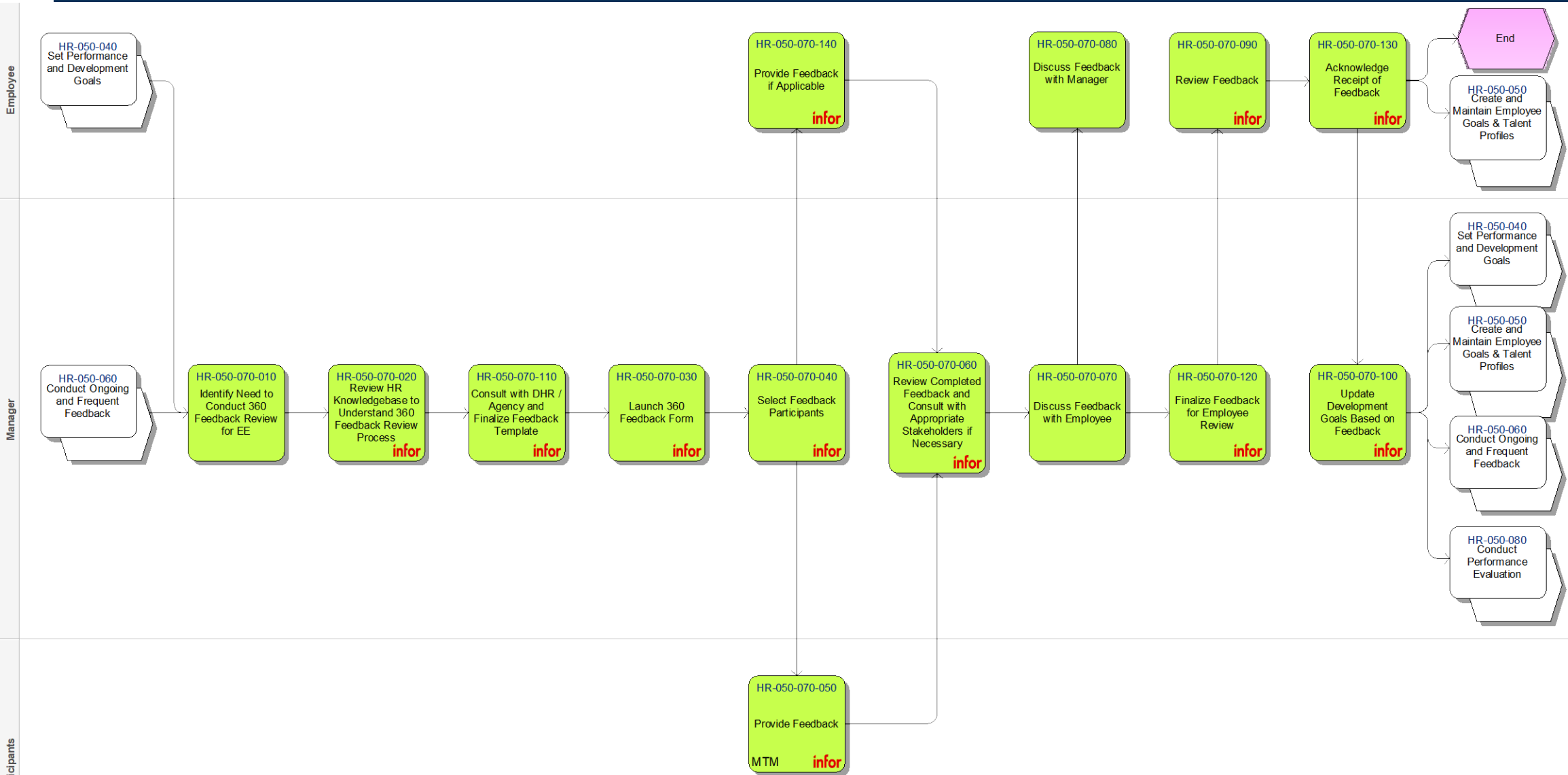
HR-050-050 Create and Maintain Employee Goals & Talent Profiles



HR-050-060 Conduct Ongoing and Frequent Feedback



HR-050-070 Complete 360 Feedback



HR-050-080 Conduct Performance Evaluation

