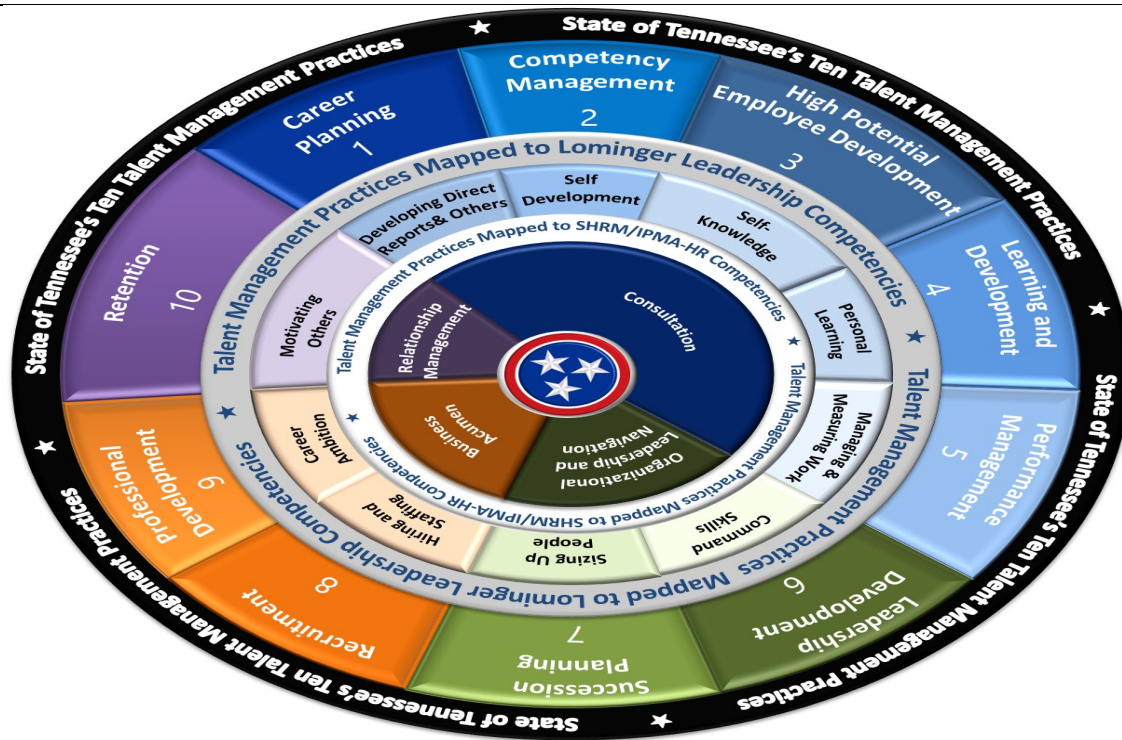


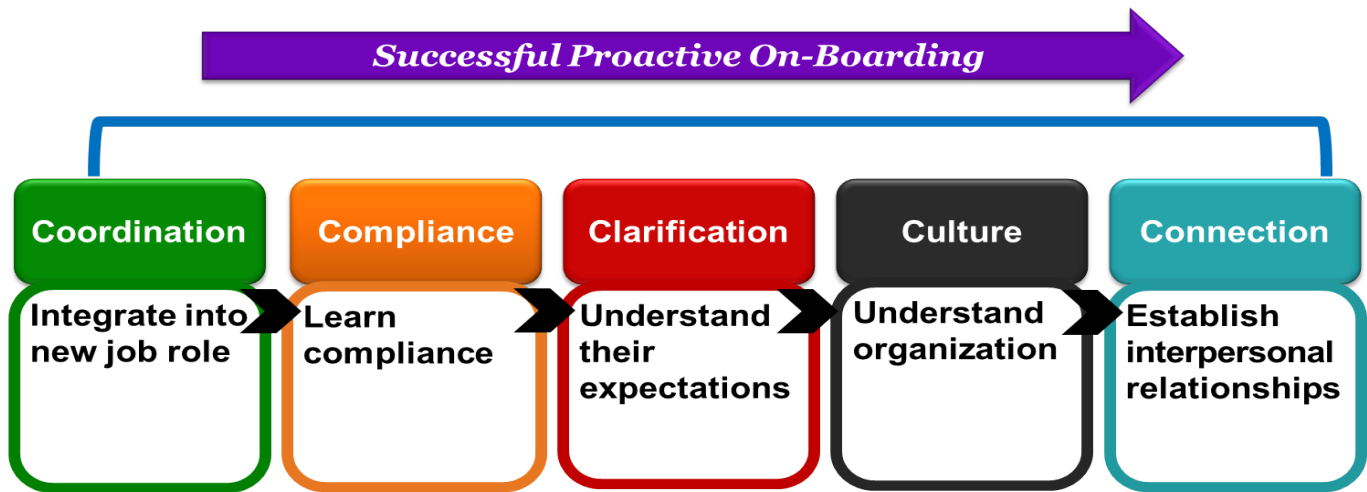
Tennessee's Talent Management Wheel



DEFINITIONS

<p>1. Career Planning: The process of establishing career objectives and determining appropriate educational and developmental programs to further develop the skills of an employee to achieve short- or long-term career objectives</p>	<p>6. Leadership Development: The strategic investment in employees through formal, informal development of leadership skills necessary to resolve a variety of situations and lead others through daily work processes</p>
<p>2. Competency Management: The process of identifying mission-critical competencies for individual roles and organizational-wide strategic goals</p>	<p>7. Succession Planning: The process an organization uses to ensure that employees are developed to fill key roles</p>
<p>3. High Potential Employee Development The process of identifying and preparing individuals who are capable of advancing to future key leadership positions</p>	<p>8. Recruitment: The process of sourcing qualified applicants to meet the employment needs of the organization and identifying the best applicant to fill an existing vacancy</p>
<p>4. Learning and Development : The process of implementing an all-employee learning program based on organizational-wide mission critical</p>	<p>9. Professional Development: The advancement of skills or expertise necessary to succeed in a particular profession, especially through continued education</p>
<p>5. Performance Management: People managers achieve agency results by hiring, assessing, developing and retaining quality talent one employee at a time</p>	<p>10. Retention: Leadership's ability to create a climate for attracting more high potentials, linked to high morale and organizational productivity, by understanding why high potentials leave or stay</p>

Tennessee's Onboarding Strategy



Tennessee's Stay Interview Questions

1. *What kinds of exposures and experiences have you enjoyed most/least; and what kinds of exposures and experiences would you like to have in the future?*
 2. *Which projects are examples of the kind of work you enjoy most?*
 3. *What is gratifying to you about working in this organization?*
 4. *What has contributed to your success in your role?*
 5. *What are the challenges you are encountering in your role, and what can your manager do to help you overcome them?*
 6. *What is a challenge that motivates you?*
 7. *How could your manager better challenge and leverage your knowledge, skills, and network?*
 8. *What are some of the most important steps you have taken and goals you have achieved that I may not be aware of?*
 9. *What is it about your job that is most rewarding to you?*
 10. *What makes for a great day at work?*
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