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ASSESSMENT REPORT

**TALENT
EVOLUTION
FRAMEWORK.**

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SAMPLE

The Talent Evolution Framework is a diagnostic tool that identifies your organisation's talent priorities. It will inform the design of a talent evolution roadmap, which will become a key enabler of your organisational growth.

Central to defining a talent evolution roadmap is understanding the talent life cycle, as it is critical to help achieve organisational objectives. We define the talent life cycle in six stages - **Plan, Attract, Identify, Assess, Deploy** and **Manage** - each with core enabling activities. Identifying current capability and critical elements in the life cycle ensures organisations can attract, engage and retain talent matched to values and skills requirements.

THE TALENT LIFECYCLE STAGES

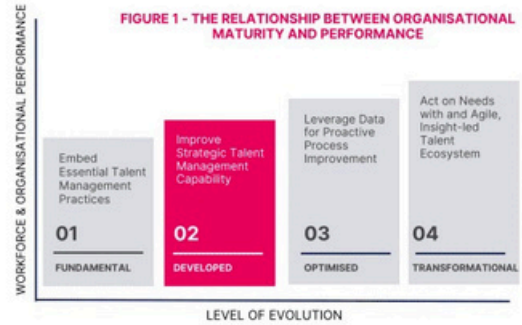


The talent lifecycle is mapped to a scale representative of the levels of evolution — either **Fundamental, Developed, Optimised** or **Transformational**. Each builds on the capabilities of the former and, when applied to the talent life cycle, allows organisations to evaluate needs and determine priorities.

Your Talent Evolution Framework Assessment Report provides a comprehensive analysis of your organisation's talent management capabilities across six critical lifecycle stages. Each stage has been assessed independently, revealing specific strengths and opportunities for growth. Below, you'll find detailed action plans tailored to your current maturity level in each area.

Results Lifecycle Stage: **MANAGE**

Your assessment responses indicate your organisation currently operates at the **DEVELOPED** level, skills and competency within the organisation are understood, and new requirements are met as they arise.



The organisation has started developing a more structured skills taxonomy, defining key skills and competencies for various roles and levels with some alignment to workforce planning and talent management initiatives, though not fully comprehensive or consistently applied. The HR/Talent team has created a basic skills taxonomy to guide some learning and development initiatives, lacking full integration with strategic objectives.

A more structured talent marketplace provides clearer systems for employees to find and apply for internal opportunities, though not fully integrated or user-friendly. The HR/Talent team implements a basic platform with some support mechanisms for discovering new roles and projects.

A more detailed skills and capability inventory documents broader skills and competencies, updated periodically to support some strategic workforce planning and talent development. The HR/Talent team conducts annual skills database reviews to identify gaps and guide targeted training, though not fully integrated or consistently applied. Performance management is more structured with semi-annual reviews setting specific goals, though not fully integrated.

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MOVING FROM DEVELOPED LEVEL 2 (OPTIMISED LEVEL 3)

ACTIONS TO TAKE

- Develop skills taxonomy with advanced role-based competency system for aligned into updated product strategy and expand assessment using analytics to expand taxonomy to include emerging roles.
- Integrate marketplace platforms with learning systems, use data analytics to optimise job matching, and personalise recommendations based on employee skills and goals.
- Use integrated platforms for real-time skills inventory management, leverage analytics to identify capability gaps, and align skills inventory with learning and recruitment strategies.
- Use integrated digital platforms for performance tracking, incorporate 360-degree feedback and peer assessments, and link performance outcomes with rewards and succession planning.
- Link skills taxonomy to strategic workforce planning for holistic capability management, refine marketplace features based on feedback, and analyse performance outcomes to improve strategies.

BUSINESS OUTCOMES

- ➔ Structured skills taxonomy provides common language for capability discussions and supports more strategic workforce decisions.
- ➔ Internal talent marketplace reduces external hiring costs and improves employee retention through career growth opportunities.
- ➔ Skills inventory enables better matching of internal talent to business needs and identifies capability gaps for targeted development.
- ➔ Semi-annual performance reviews provide regular feedback that supports continuous improvement and goal achievement.
- ➔ Clear career pathways improve employee engagement and support succession planning for critical roles.

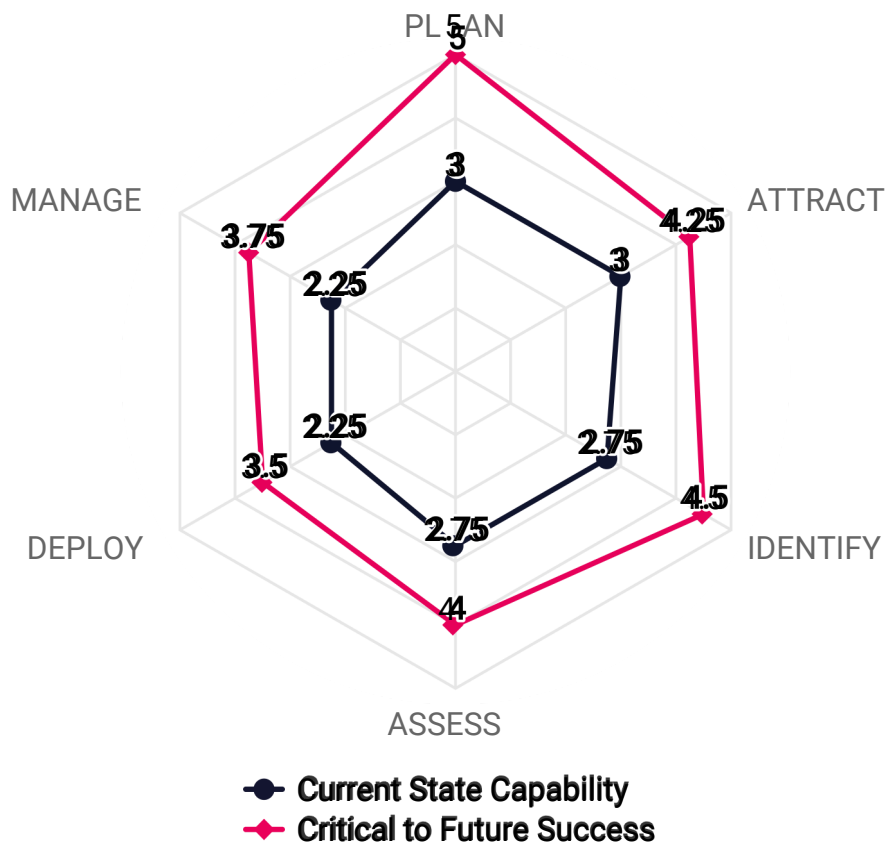
Overall Assessment

The spider chart displays your total scores for each lifecycle stage. Begin by reviewing your spider charts to identify where the largest gaps exist between your Current Capability and Criticality ratings, these represent your priority areas for investment. As you explore the detailed results for each lifecycle stage in the previous pages, focus on the specific action items tailored to your current evolution level, then prioritize 1-2 stages for concentrated improvement over the next 12 months.

SCORE INTERPRETATION GUIDE

Your Scores translate to Evolution Levels.

- 1.00 - 1.75 = Fundamental
- 1.76 - 2.75 = Developed
- 2.76 - 3.75 = Optimised
- 3.76 - 5.00 = Transformational



Remember that talent evolution is a journey, not a destination. Every organisation starts somewhere, and progression from Fundamental to Developed to Optimised creates compounding returns. Rather than attempting transformation across all stages simultaneously, focus on consistent improvement in your priority areas. This disciplined approach delivers sustainable results and builds the foundation for long-term competitive advantage.

Next Steps.

UNLOCK YOUR TAILORED TALENT EVOLUTION ROADMAP

A complimentary 60-minute consultation with our consultants provides you with a customised roadmap that goes beyond your assessment results. We'll explore the unique context of your organisation, including your technology stack and integration capabilities, recruitment costs and efficiency metrics, workforce planning maturity, HR and TA team size and structure, industry-specific talent challenges, geographic footprint and labour market dynamics, and critical growth initiatives on your strategic horizon. This deeper discovery allows us to identify quick wins, prioritise investments that deliver maximum impact, and design solutions that work within your existing ecosystem rather than requiring wholesale transformation.

During the consultation, we'll translate your assessment insights into actionable next steps tailored to your organisational readiness, budget parameters, and strategic priorities. You'll gain clarity on where to focus first, understand the business case for talent evolution investments, and receive practical guidance on building internal capability versus leveraging external expertise. Whether you're looking to optimise existing processes, implement new technologies, or fundamentally transform your talent function, we'll help you chart a realistic, phased approach that aligns with your resources and delivers measurable business outcomes. This consultation is your opportunity to move from diagnosis to action with confidence and strategic clarity.

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