

Talent Development Profile Summary

For each of your high performing and high potential talent, please complete this development profile summary to support your internal talent development/succession planning effort.

Name:

Date:

Current Position/Title:

Time in Position:

Length of Employment with the Company:

Current Overall Performance:

- Below Average
- Average
- Above Average

Career Path Preference

- Specialist/Independent Contributor (prefer non-leadership role)
- Managerial (Prefer managerial role)
- Generalist/Project Manager (Prefer project/program management role)
- Entrepreneurial (Prefer managing own business)

Readiness for the Next Level:

- Not Applicable (Specialist/Independent Career Path Preference)
- Ready Now (Less than a year)
- Ready in the Future (1 to 3 years)
- Ready Long Term (More than 3 years)

Potential for Future Leadership Opportunities (Demonstrates leadership success factors of high performing leaders in the organization):

- Successful in current position only (Specialist/Independent Contributor)
- One level (Potential one level above current position)
- Two levels (Potential two levels above current position)

STRENGTHS TO LEVERAGE:

DEVELOPMENT OPPORTUNITIES:

TALENT DEVELOPMENT PLANS TO OPTIMIZE ENGAGEMENT/RETENTION:

Envisia Learning Talent Readiness Assessment

