

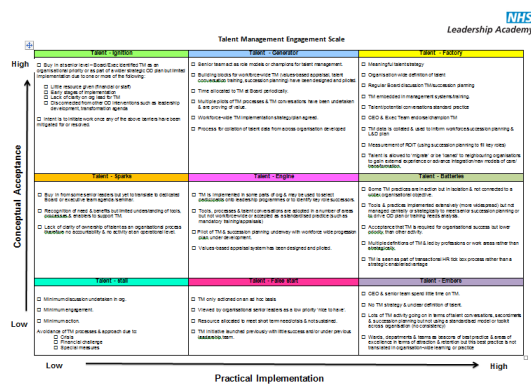
## NHS Talent Management Engagement Scale

### What is it?

The NHS Talent Management Engagement Scale is a tool to support organisations to identify how engaged their organisation is in talent management, what activity they already have ongoing and what further initiatives need to be undertaken to ensure the organisation has talent management fully integrated in day to day business.

### Who it is for?

The tool is useful for those who have a responsibility within the organisation to implement talent management.

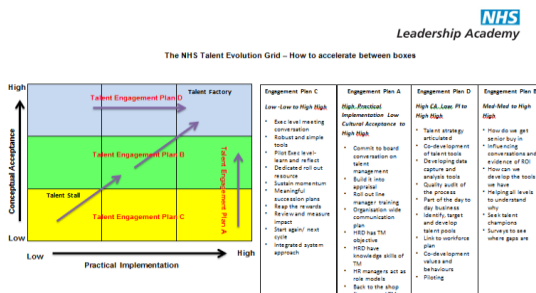


### How do you use it?

The Engagement Scale is divided into 9 areas (not to be confused with a Talent Management 9 Box Grid) with an axes showing the level of conceptual acceptance (how embedded into the organisational culture is talent management) and Practical Implementation (what is already being used/can be seen in practice).

Each area of the grid has a number of suggested interventions and processes which would be typical of that level of conceptual acceptance and practical implementation. From Low/Low (Talent Stall) with minimum engagement and actions taken through to high/high (Talent Factory) with talent management fully embedded in the organisational culture and processes.

## NHS Talent Evolution Grid – How to accelerate between boxes



To compliment the Engagement Scale and to support identifying what interventions are needed to accelerate between boxes the Talent Evolution Grid offers suggested engagement plans for the specific area of the Engagement Scale you would like your organisation to move to next.