

The Talent Revolution Tool Kit

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Toolkit Activity #1: Talent Strategy Self-Audit



Instructions:

Rate each statement below on a scale from 1 (Strongly Disagree) to 5 (Strongly Agree).

This self-audit will help you assess the current state of your organization's talent strategy and identify opportunities for integration.

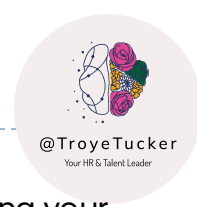
	Strongly Agree 5	Agree 4	Undecided 3	Disagree 2	Strongly Disagree 1
1. Our learning programs are co-designed with input from HR, Talent Acquisition, DEI, and Employee Engagement					
2. People analytics are regularly used to inform our talent strategy decisions.					
3. We have clear and measurable goals for each learning initiative tied to business outcomes.					
4. There is a shared ownership of talent development across business units and HR.					
5. We proactively use feedback from past talent initiatives to inform future programs.					
6. Our _____ strategy integrates seamlessly into our learning and development plans.					
7. Our Talent Management and Talent Acquisition teams collaborate on long-term workforce planning.					
8. Employee engagement insights are used to shape and refine learning programs.					

Reflection Questions:

Which 1-2 statements scored lowest?

What are some initial thoughts on improving those areas?

Toolkit Activity #2: Scaling Smart at NovaHealth



Instructions

Use this worksheet with your group to co-design a new talent strategy for NovaHealth using your toolkit. You'll review the context, identify opportunities, and propose an integrated solution.

Context & Challenge Summary: NovaHealth is expanding quickly but struggling with engagement, retention, and strategic alignment across HR functions. Current programs lack input from DEI, TA, and HRBPs. You are now part of a cross-functional team charged with redesigning the strategy.

Task 1: Stakeholder Mapping

List 3–4 critical stakeholders you'd engage in co-design. What role should each play?

Task 2: Data-Driven Insights

What stands out in the current data? What additional data would you want?

Key Insight(s): _____

More Data Needed: _____

Task 3: Design a Talent Initiative

Identify 3 ideas for integration and why?

Part 1: _____

Part 2: _____

Part 3: _____

Task 4: Next Steps

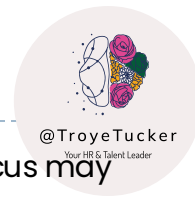
What will success look like? How will you measure impact?

Stakeholder(s): _____

Key Metric(s) _____

Integration Idea(s): _____

Stakeholder Mapping



Purpose: Identify internal and external key stakeholders who impact learning. The key focus may be the HR team and the business unit.

Informed by: Stakeholder interviews, mega factors, org charts, personas, and customers. *Use the Stakeholder Grid to identify engagement strategies.*

- ▶ List key stakeholders, their influence/interest, and how you'll engage them.
- ▶ Who are your key HR and business stakeholders?
- ▶ Where do they fall on the influence/interest grid?
- ▶ Engagement plan for each quadrant?

Engagement	Stakeholders	Priority	Friction/Concern	Data

Strategy Overview

Purpose: Summarize the strategy, goals, and their alignment to business priorities.

Informed by: stakeholder interviews, business priorities, goals, cross-functional input for HR & business units, other strategy documents, and mega factors. *Refer to the company-wide talent strategy and business OKRs.*

- ▶ Describe the purpose of your L&D strategy and how it supports your business goals.
- ▶ What is the purpose of your L&D strategy in your department?
- ▶ How does it support overall organizational goals?

Vision & Mission for Learning & Development

Purpose: Define the aspirational future state and core mission of L&D.

Informed by: Defined Needs and gaps, empathy interviews, personas, DEIB, workforce trends, organizational talent philosophy across HR and business

- ▶ **Vision:** The long-term goal for talent development (e.g., "To cultivate a culture of continuous learning that fuels innovation and performance.")
- ▶ **Mission:** The L&D team's role in enabling that vision

Strategic Objectives

Purpose: Outline 3–5 pillar goals for L&D (e.g., reskilling, leadership pipeline, retention).

Informed by: Defined Needs and Gaps, insights from People Analytics, data on turnover, engagement, skills, performance, and input from Talent Management, DEIB, and Business Leaders, employee/leader pain points, and growth and enablement.

- ▶ Define 3–5 core objectives.

Talent & Learning Priorities

Purpose: Identify significant focus areas.

Informed by: Job architecture review, career mobility, succession needs and collaboration across HR functions and business units (e.g., Sales Enablement, Compliance)

- ▶ Break this down by area:
 - ▶ Leadership Development
 - ▶ Technical/Functional Skill Building
 - ▶ Soft Skills/Power Skills (e.g., communication, collaboration)
 - ▶ Diversity, Equity, Inclusion, Belonging & Accessibility (DEIBA)
 - ▶ Career Development & Internal Mobility
 - ▶ Manager Capability Building

Learning Ecosystem

Purpose: Map out platforms, tools, partners, and modalities that support learning.

Informed by: Design & Develop (ADDIE), co-creation workshops, platform audits, L&D tech stack review, and Integrating systems plus insights from HRIS, DEIB dashboards, CRM, and LMS/LXP.

- ▶ **Modalities:** In-person, virtual, hybrid, on-demand, coaching/mentoring
- ▶ **Platforms:** LMS/LXP, internal wikis, mobile apps
- ▶ **Partners:** Internal SMEs, vendors, universities, consultants
- ▶ **Measurement & Data:** KPIs, impact metrics, learner feedback, business outcomes

Talent Segmentation

Purpose: Define learner groups and their unique development needs.

Informed by: Ongoing discovery, talent analytics, personas, career stages, internal mobility paths, and shared data from Talent Acquisition, DEIB, Benefits, and Business Functions. Look outside of HR.

- ▶ Define who your key learning audiences are:
 - ▶ Frontline employees
 - ▶ Emerging leaders
 - ▶ Mid-level managers
 - ▶ Senior leaders
 - ▶ Technical talent
 - ▶ Underrepresented groups

Annual Roadmap

Purpose: Visual calendar of the learning strategy tied to business milestones and employee/manager lifecycle.

Informed by: HR calendar, agile planning, season/quarterly themes, key dates, and milestones

- ▶ High-level calendar of programs, campaigns, and rollouts
- ▶ Aligned to business milestones, performance cycles, or strategic initiatives

Success Metrics

Purpose: Identify KPIs, business impact measures, and feedback loops.

Informed by: Measure & Iterate (ADDIE + Analytics), Kirkpatrick, ROI, learner NPS, behavior change. Integrated talent scorecards and business dashboards. Link to performance data, retention, and performance ratings. Don't forget engagement.

- ▶ Define how success will be tracked.

Budget & Resourcing

Purpose: Outline team capacity, vendor costs, and tool investment needs.

Informed by: Design + Implement (ADDIE), L&D spend benchmarking, internal vs. external mix, resourcing map, alignment with HR budget planning, and business investment priorities. Other areas include team structure, team development, tools, and projects.

- ▶ Headcount (internal L&D team)
- ▶ Budget by initiative/program
- ▶ Technology and tools
- ▶ External support/vendor

Risks & Dependencies

Purpose: Identify blockers, assumptions, and cross-functional dependencies.

Informed by: All Phases, stakeholder analysis, communication plans, project plans, siloed ownership across HR, L&D, and business units, and misses.

- ▶ Change management needs
- ▶ Leadership support
- ▶ Competing business priorities
- ▶ Access to data and technology

Communication & Change Plan

Purpose: Describe engagement strategies to build a learning culture.

Informed by: Implement + Iterate, comms plans, storytelling, and Collaborative storytelling with DEIB, HR Comms, and frontline managers. Integrate internal comms and HRBPs.

- ▶ How learning initiatives will be communicated
- ▶ Engagement strategies
- ▶ Stakeholder mapping

Appendices (Optional)

Informed by: All Data + Artifacts, personas, learning journeys, competency maps, survey insight, and shared insights from people data (HRIS), performance systems, and customer experience feedback.

- ▶ Program summaries
- ▶ Learning journey maps
- ▶ DEIBA considerations
- ▶ Competency frameworks