

DoD Lifecycle Talent Management Framework

Mission and Organizational Goals

Demand and Supply Forecasts
 Capability Assessments
 Gap Analyses
 Requirements Alignment

Competency Based Learning
 Activities
 Immersive & Experiential Learning
 Job Rotations
 Mentoring
 Coaching

Separation and Sustainment
 Outplacement
 Knowledge Management
 Capture
 Re-employ Annuitants
 Exit Interviews

Succession Management
 Talent Needs Identification
 Talent Pool Identification
 Assessment & Development
 Feedback & Development



Sourcing, Recruiting,
 Selecting
 Branding Assessments
 Recruiting
 Selection
 Diversity

Performance Management
 Competency Assessments
 Goal-Setting
 Self-Assessment
 360 Assessment
 Development Planning

Compensation
 Compensation Planning
 Pay for Performance
 Pay Pools
 Pay Bands

Metrics and Evaluation

Benchmarking

Job Profiles Corporate Values Leadership Competencies Core Competencies Functional Competencies

Competency Management

Onboarding Curriculum Development & Design Certification Programs Developmental Assignments Feedback

Learning and Development

IT Systems and Strategy HR Policies Process Governance Investment Strategy

Supporting Infrastructure