

TALENT STRATEGY AUDIT

The way we lead and grow talent is changing—fast. Use this 10-minute audit to reflect on what's working and where your team may need to pivot. It's not about doing more. It's about doing what matters most.



Instructions: For each statement, check one:

✓ **Yes – consistently true**

— **In Progress – somewhat, but needs work**

✗ **Not Yet – gap to address**

1. Engaging Remote and Hybrid Teams

- ☐ Our remote team members have equal access to visibility, stretch projects, and recognition.
- ☐ Managers are trained to build trust and accountability without micromanaging.
- ☐ We have consistent rhythms for connection that work across time zones and work styles.

2. Closing Skills Gaps

- ☐ We know the top 3 skills our business will need in the next 12–18 months.
- ☐ We offer fast, flexible ways for employees to build new skills (especially at scale).
- ☐ Upskilling is tied to real business outcomes—not just course completion.

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3. Retention & Employee Experience

- ☐ Our people know how their work connects to the bigger picture and company goals.
- ☐ We have clear career paths and growth opportunities for employees at every level.
- ☐ We invest in developing our managers to lead effectively—giving feedback, coaching growth, and navigating change.

4. Smarter Talent Investments

- ☐ We measure the impact and ROI of our talent development efforts—not just the spend.
- ☐ Our leaders know how to retain top performers without relying on compensation alone.

Next Steps

Look at your “In Progress” and “Not Yet” areas. Choose one to focus on in the next 30 days.

What’s your first move? _____

Who needs to be involved? _____

UNLOCK THE NEXT LEVEL WITH SOAR

Want help turning this into action? Let’s talk about how SOAR can support your leadership and development strategy.