HIP-POCKET GUIDE

20 PRINCIPLES OF ARMY TALENT MANAGEMENT

THE ARMY HAS 20 TALENT MANAGEMENT PRINCIPLES THAT ARE ORGANIZED INTO FIVE CATEGORIES.

CATEGORY	PRINCIPLES
1 Talent management is an investment	**1** Talent management is an investment
2 Effective talent management requires a systems approach	**2** Internal synergy **3** Vertical consistency **4** Single integrator **5** Senior leaders lead change **6** Branding **7** Tailored to fit the organization **8** Balance completeness with simplicity
3 Effective talent management must balance the needs of the individuals with the needs of the organization	**9** Individualism and collectivism **10** Identifying and leveraging individual talents **11** Diverse career portfolios **12** Optimizing tenure **13** Validity and transparency
4 Talent management must ensure the job and the person fit	**14** Optimizing all talent **15** Knowledge, skills, and behaviors driven **16** Right person, right job, right team **17** Enabling organizational agility
5 The talent management system must empower employees	**18** Employee empowerment **19** Enhance employee self-awareness **20** Reward desired behavior

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A HOLISTIC APPROACH TO TALENT MANAGEMENT: THE IPPS–A 25-POINT PROFILE

A U.S. ARMY LOGISTICS, G-4 PRODUCT

KNOWLEDGE

1 Education: Degree* (Major, Type of School* and GPA)

2 Commissioning Source*, Class Standing ASVAB*/TAPAS

3 Military Education* (Type), Training and Development

4 Self Professed/ Acquired Knowledge/ Behaviors**

5 Thesis/Capstone/Core Classes Taken

SKILLS

6 Awards*, Badges*, Tabs* and Other Decorations*

7 Professional Skills and Certificates**

8 Self Professed Skills/Personal Attributes**

9 Cultural Experience and Proficiency**

10 Additional Duties

BEHAVIORS

11 Personal Goals**, Passion and Achievements

12 References** and Social Network Status

13 Previous Succession Planning

14 Writing Sample and Assessments (Self/Cognitive/ Non-Cognitive)

15 Unit Climate Survey/Peer Assessments and Endorsements

EXPERIENCE

16 Languages* and Level of Proficiency

17 Deployments*/ Exercises

18 Military Work Experience** (KD, BOP, command, Joint, Nom.)

19 Civilian Work Experience** and Type

20 MOP (Evaluations and Performance Metrics)

READINESS

21 Personal Readiness* (Medical/Physical/ Security)

22 Photo (DA* and Personal)

23 Other Restrictions* (DEROS, EFMP, ETP, MACP)

24 Qualification Score (APFT*/WPN/OPAT)

25 Soldier Preference**/ WPA (Job/Location)

*Denotes items captured today in Army HR systems **Denotes Assignment Interactive Module 2.0 pilot for officers

FY2015	FY2018/19	FY2019/20	FY2020
Trusted Database (Accuracy/Correctness)	ARNG Personnel System	Active/ARNG/USAR Personnel System	MILPAY

SOURCE: DCS, G-1, Talent Management Task Force

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