

# The Three Challenges of Workforce Measurement and Management



## **The *Perspective* Challenge**

Do all of our managers understand how workforce capabilities and behaviors drive strategy execution?

---

## **The *Metrics* Challenge**

Have we identified (and collected) the right measures of strategic workforce capabilities and workforce success?

---

## **The *Execution* Challenge**

Do our managers have the access, capability, and motivation to use these data to communicate strategic intent and monitor our progress towards strategy execution?