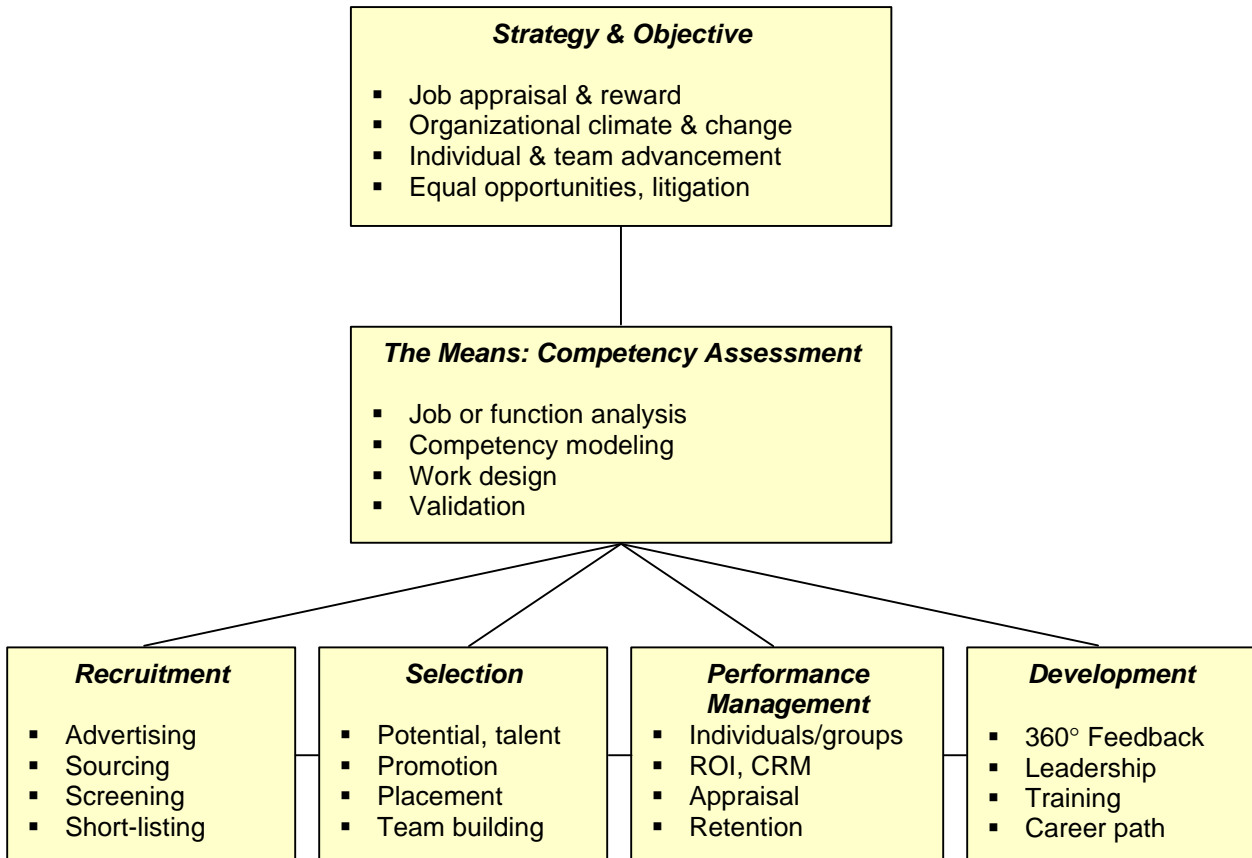


The Business of People Management



If a business is new to the practice of assessment, the top box may be a useful place to start. What business strategies are in place regarding people management, and what short- and long-term objectives have been formulated to achieve these?

The bottom boxes represent the operational facet of people management at businesses, and may be a useful starting point if assessment practices are already in place. Some businesses may focus all their energy on the left-hand side; others just the opposite. Perhaps your business practices elements of all four boxes. Importantly, the boxes show that all elements are linked, and that people management doesn't stop at one or the other.

The mid section shows the crux of the model, providing the language and means for how plan and action come together.

The model is by no means comprehensive, but serves as a guide to aid in positioning oneself. If needed, alter the boxes to reflect the situation at your company accurately.