

Talent maturity model



What is Gem's talent maturity model?

The Gem Talent Maturity model enables you to benchmark your team by assessing your team's capabilities across a range of 10 dimensions spanning from sourcing, talent brand and DEI to reporting, performance management and capacity planning. Each dimension is plotted along the maturity curve: Transactional, Developing, Defined, Strategic or Innovator.



Talent discovery & engagement

- Sourcing
- Talent brand
- Engagement
- Diversity, equity, & inclusion



Reporting & forecasting

- Reporting & analytics
- Data integrity
- Capacity planning



Recruiting operations

- Technology stack
- Performance management
- Recruiting enablement



Maturity levels explained

Level 1

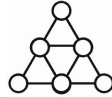


Transactional

Teams at the **Transactional** level are performing but often with unrealistic workloads, restricted budgets, and very manual workflows. At this stage, processes, teams, and tools remain **undefined**, fragmented, and highly **reactive**.

The team runs lean and can be **siloed** making it difficult to identify and implement efficiencies.

Level 2



Developing

Developing Teams are often working based on **qualitative data if any data at all**. Basic processes have been defined but can **vary greatly between teams**.

The team is still working **reactively as a service** to meet business objectives.

Level 3

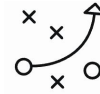


Defined

Teams at the Defined stage have processes that are **universally understood** and executed at a **larger scope**.

There's much more **efficiency** across the organization but the team is still **reliant on qualitative and imperfect data**.

Level 4



Strategic

Strategic Teams are working **effectively and efficiently**. Processes are now **measured** and utilized to forecast needs. **Data integrity** is valued as it is **utilized throughout their processes** not only to assess past performance but to set predictable outcomes aligning with business expectations.

The team is seen as a **strategic partner** to the business.

Level 5



Innovator

Teams at this stage can be **agile** and **predictive** to meet the changing environment. They are viewed as a **thought leader** and **competitive advantage**. The team has **all the tools they need** to succeed, and processes are defined and data-driven.

Continuous improvements are owned and accepted by the whole team.



How to move along the maturity curve

Gem resources

You'll receive a curated selection of relevant Gem resources to help you on your journey.

[Gem Resource Center](#)

Strategic Services

You'll receive tactical recommendations from our Strategic Services team to help you evolve.

[Strategic Services team](#)

