



TDRp Talent Measures Library

Outcome	Key Talent Process or Supporting Process	TDRp Category	Subcategory	Metric Tier	Measure Name	Description	Formula	Demographic splits	Defined By	Identical To	Similar To	Comments
Learning & Development	Efficiency	Activity & Utilization	2	Communities of Practice members, % active	Indicator of employee engagement in the community	Active CoP members / Total CoP members (Expressed as a percentage)	Division/Dept./BU, Role, Location, Course, Course Type	Common Industry Practice				Active members are individuals who have engaged in discussions, requested or provided help, served as experts, or contributed/acquired knowledge within a defined time period.
Learning & Development	Efficiency	Activity & Utilization	2	Communities of Practice, % active	Indicator of level of activity across all communities	Active communities of practice / Total communities of practice (Expressed as a percentage)	Division/Dept./BU, Role, Location, Course, Course Type	Common Industry Practice				Active communities are typically defined as communities with planned activities, regular updates to content, defined and active moderators and an engaged leader.
Learning & Development	Efficiency	Activity & Utilization	3	Communities of Practice, active	Number of active communities	Count of communities where there has been activity within specific period		Common Industry Practice				Activity would include discussions, requests for help, providing help, identification of experts, or contributions/access to stored knowledge.
Learning & Development	Efficiency	Activity & Utilization	3	Communities of Practice, total	Total number of communities	Count of unique communities of practice in the organization		Common Industry Practice				
Learning & Development	Efficiency	Activity & Utilization	3	Communities of Practice: active members, total	Number of active members	The count of individuals (unique) who have engaged in discussions, requested or provided help, served as experts or contributed/acquired knowledge within a defined time period.		Common Industry Practice				