



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
	Leadership Development	Efficiency	Organization	1	Span of Control	Span of control	All Employees / Management with Direct Reports	By rank (manager, supervisor, executive)	HCMI page 153	HCMI: Management Span of Control		
	Leadership Development	Efficiency	Organization	2	Manager Span of Control	Manager Span of Control	All Employees / All Managers		HCMI page 154			
	Leadership Development	Efficiency	Organization	2	Executive Span of Control	Average number of direct reports	Total management and non-management population / Total executives with direct reports		HCMI page 152			
	Leadership Development	Efficiency	Organization	1	Percent of Management without Direct Reports	Percentage of managers with no direct reports	Management employees with no direct reports / Total Management employee headcount		HCMI page 155	HCMI: Non Supervising Management Percent		
	Leadership Development	Efficiency	Succession Planning	1	Manager Stability Rate	Managers average time in position	Total organization tenure in current management role / Total management headcount		HCMI page 138			