

## Talent Engagement Risk Metrics

Number of respondents: 15 Date Report Generated 12 March 2014

Table 1: Team Risk Profile

Talent Pool		Risk Factors				Replacement		Length of Time In		Consultant Recommended Career Action
First Name	Surname	Intention to Stay	Contribution	Advocacy	Base Salary	Recruitment Cost	Contribution Potential Value Gain	Current Role	Current Org	
Liza	Minelli	100%	88%	100%	\$ 90,000.00	\$ -	\$ 26,932.50	1-2 Years	< 12 Months	Stay and Grow
John	Wayne	71%	58%	86%	\$ 123,000.00	\$ -	\$ 24,538.50	< 12 Months	< 12 Months	Move
Cary	Grant	75%	67%	81%	\$ 150,000.00	\$ -	\$ 34,200.00	> 10 Years	5-10 Years	Move
Judy	Garland	75%	88%	90%	\$ 140,000.00	\$ -	\$ 41,895.00	> 10 Years	> 10 Years	Stay and Grow
Marilyn	Monroe	71%	83%	81%	\$ 90,000.00	\$ -	\$ 25,650.00	2-5 Years	2-5 Years	Move
Ava	Gardner	75%	67%	81%	\$ 90,000.00	\$ -	\$ 20,520.00	5-10 Years	5-10 Years	Move
Meryl	Streep	36%	75%	95%	\$ 110,000.00	\$ 24,200.00	\$ 28,215.00	1-2 Years	1-2 Years	Move
Cate	Blanchett	86%	83%	100%	\$ 130,000.00	\$ -	\$ 37,050.00	2-5 Years	5-10 Years	Stay and Grow
Leonardo	DiCaprio	57%	88%	86%	\$ 125,000.00	\$ 27,500.00	\$ 37,406.25	2-5 Years	2-5 Years	Move & Coaching
Harrison	Ford	93%	79%	100%	\$ 140,000.00	\$ -	\$ 37,905.00	> 10 Years	> 10 Years	Stay and Grow
Sean	Connery	96%	79%	90%	\$ 160,000.00	\$ -	\$ 43,320.00	5-10 Years	> 10 Years	Stay and Grow
Brad	Pitt	64%	83%	90%	\$ 175,000.00	\$ -	\$ 49,875.00	2-5 Years	2-5 Years	Stay and Grow
Oprah	Winfrey	89%	88%	100%	\$ 145,000.00	\$ -	\$ 43,391.25	1-2 Years	1-2 Years	Stay and Grow
Woopi	Goldberg	25%	54%	29%	\$ 135,000.00	\$ 29,700.00	\$ 25,008.75	2-5 Years	2-5 Years	Counselling
Nicole	Kidman	57%	71%	86%	\$ 160,000.00	\$ 35,200.00	\$ 38,760.00	5-10 Years	5-10 Years	Move & Coaching
<b>Overall Result</b>	0	71%	77%	86%		\$ 116,600.00	\$ 514,667.25			
<b>Total Value</b>	<b>\$ 631,267.25</b>	0.00	0.00	0.00						