

## Sample Systems Input Output Matrix

→	Performance Management (Input)	Succession Management (Input)	Leadership Development (Input)	Rewards & Recognition (Input)	Business Knowledge (Input)	Staffing/Recruiting (Input)	Other (Input)
Performance Management (Output)		Individual development plan Performance appraisal Skills assessment Job analysis for all organizational jobs Gap analysis Readiness assessment	Individual development plan Performance appraisal 360 feedback report Skills assessment Gap analysis	Performance appraisal On-going feedback Employee performance	Individual development plan Performance appraisal Scorecards: corporate, units, individual Contribution to job profiles re: business knowledge requirements	Skills assessment Gap analysis	Individual development plan Performance appraisals: with differential ratings Scorecards: corporate, units, individual Aligned performance plans: corporate, units, individual
Succession Management (Output)	Structure of expectations for inclusion in the pool, e.g., key performance requirements		Talent audit at group level Identification of candidates in the pool Differential (customized) leadership development approaches Succession plan Candidates (assessment information)			Pool of qualified candidates for each open position for managers and linchpin positions Talent audit approach Family	Talent audit at group level
Leadership Development (Output)	Job profiles Leadership curriculum Talent assessment	Job profiles Leadership curriculum Talent assessment Program leadership talent development opportunities for employees in organization		Leadership curriculum Job profiles Leadership curriculum	Job profiles Leadership curriculum	Job profiles Pool of ready leaders	Job profiles 360 feedback reports (?)
Rewards & Recognition (Output)	Recognition options Recognition guidelines		Recognition options Recognition guidelines Recognition history		New leader toolkit		Recognition to employee
Business Knowledge (Output)	Employees with business knowledge	Employees with business knowledge Corporate strategies, goals, values & learning opportunities	Employees with business knowledge Business knowledge content	Employees with business knowledge		Employees with business knowledge	Employees with business knowledge CEO/Sr. Leader support of business knowledge as an enterprise priority Business knowledge content Business knowledge communications
Staffing/Recruiting (Output)		Organized process for transitioning data into succession mgmt. system (Establish collaborative relationship between business owner & HR to recruit qualified & high potential internal & external talent)					
Other (Output)	Merit and incentive budget Corporate strategies, goals and outcome based measures	Competitive compensation package to attract and retain talent Diversity strategy Articulated and clear corporate vision	Differential development approaches for linchpin positions Strategic plan initiatives	Training and development opportunities	Leaders as teachers Requirements for business knowledge curriculum Business knowledge messages		