

Talent Ecosystem Maturity Model

A maturity model for connecting learning, leadership, skills, mobility, and business strategy.

Purpose

Use this model to assess how integrated the organization is across learning, talent, leadership, skills, performance, and workforce planning.

Maturity levels

Level 1 - Fragmented: Programs operate independently.

Level 2 - Coordinated: Shared priorities and some common processes.

Level 3 - Integrated: Learning, talent, and leadership systems connect to business strategy.

Level 4 - Predictive: Data and insights shape workforce capability decisions.

Level 5 - Adaptive: The ecosystem continuously senses, learns, and adjusts.

Assessment prompts

Area	Question
Strategy	Are capability priorities linked to enterprise goals?
Skills	Do we have a shared view of critical skills and gaps?
Leadership	Are leader behaviors defined and reinforced?
Mobility	Can employees move into opportunities based on demonstrated capability?
Measurement	Can we show talent and business value?