



Human Resources



Leadership Development



Learning & Development



Talent Acquisition



Talent Management



Tools & Technology

## Bersin by Deloitte Frameworks and Maturity Models

## For member support or inquiries:

- Email us at [USBersinServiceClient@deloitte.com](mailto:USBersinServiceClient@deloitte.com)
- Call us at +1 510 251 4400

[www.berstin.com](http://www.berstin.com)

## Bersin by Deloitte Frameworks and Maturity Models

Our models and frameworks form the foundation of our research and can help you define and communicate your strategy. These tools:

- Enable companies to build strategies to drive business alignment and growth
- Provide a roadmap for becoming a leading practice organization
- Help explain maturity and organizational concepts to colleagues, leaders, and executives
- Promote measurement and benchmarking

### FRAMEWORKS

Our frameworks are a visual, easy-to-read depiction of the relationships and integration points of all processes in a functional area of HR, Talent, or Learning, highlighting the most important elements, practices, focus areas, stakeholders, audiences, and communications media to consider.

Use these frameworks to look at your processes, systems, and resources—and to make adjustments that will help your HR department to build a high-impact organization.

### MATURITY MODELS

Our maturity models are designed to create an understanding of an organization's level of maturity and the impact that moving up in maturity level can have on the business.

Use these maturity models to benchmark your organization's level of sophistication in given areas and to identify the best practices that are most critical to improving your business outcomes.

# Diversity & Inclusion Framework

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# Employee Recognition Framework

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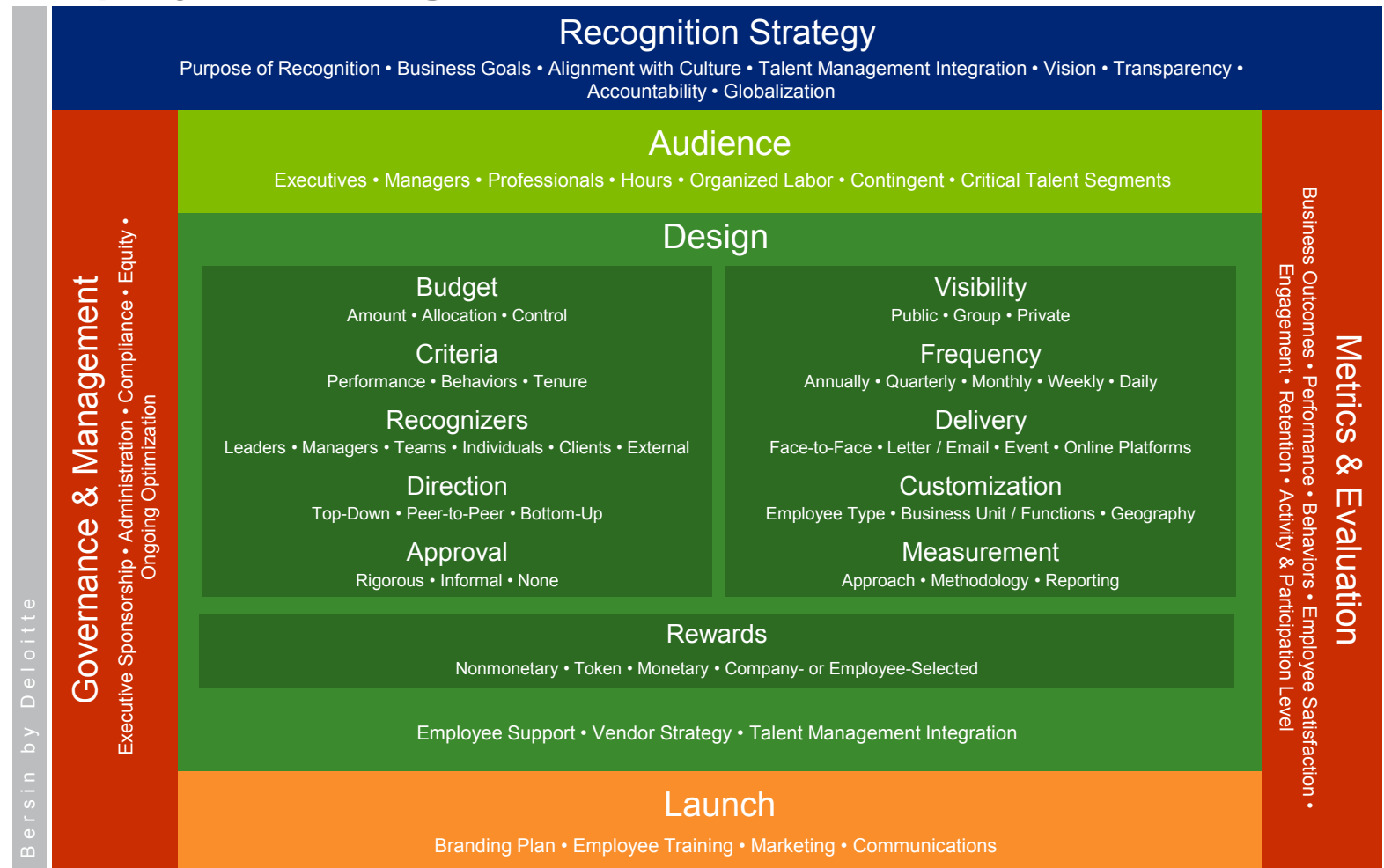
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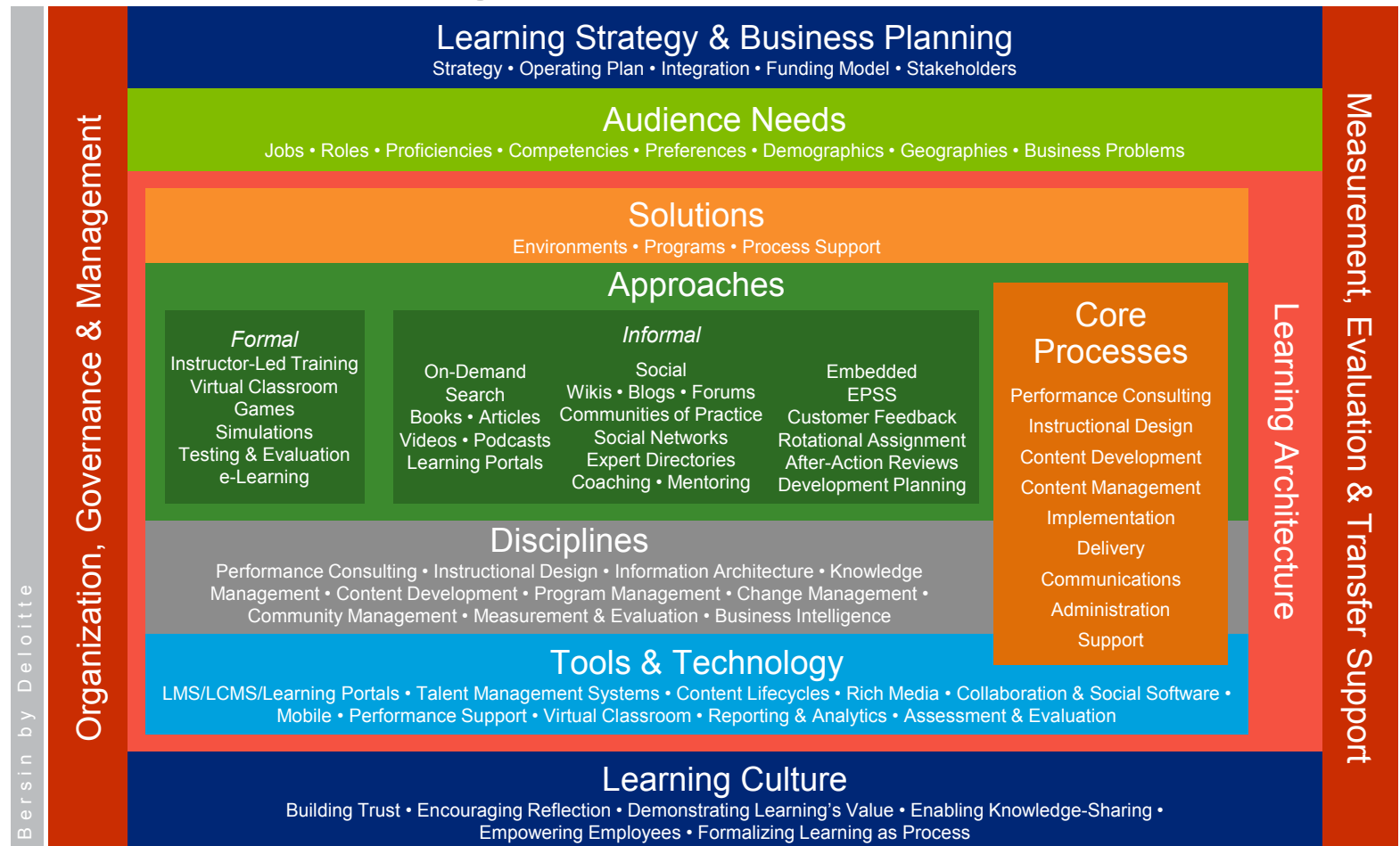


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# Enterprise Learning Framework

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# Human Resources Framework

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# Leadership Development Framework

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# Learning Measurement Framework

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# Performance Management Framework

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# Succession Management Framework

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## Talent Acquisition Framework

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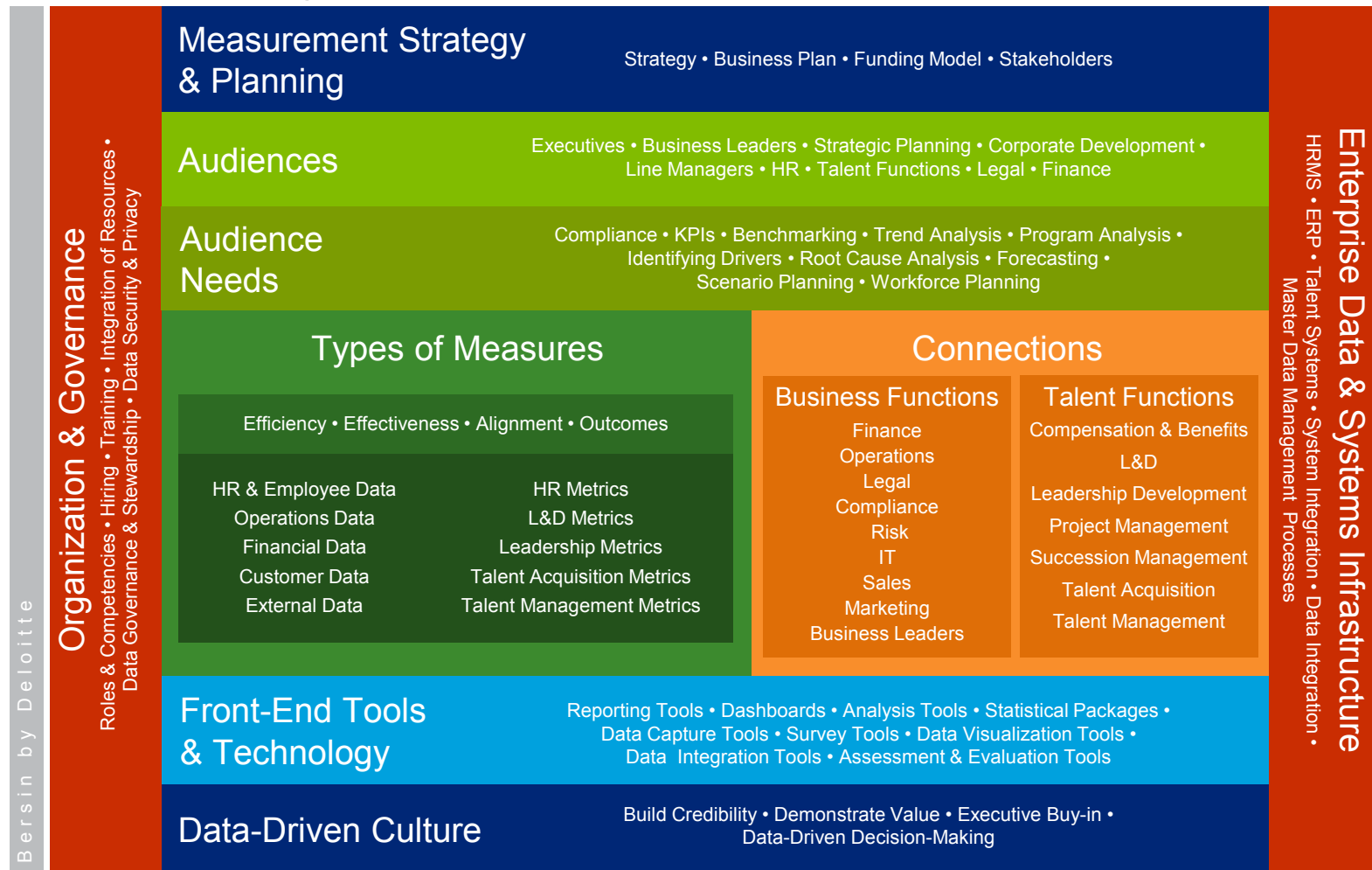
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# Talent Analytics Framework

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# Talent Management Framework

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# Employee Recognition Maturity Model

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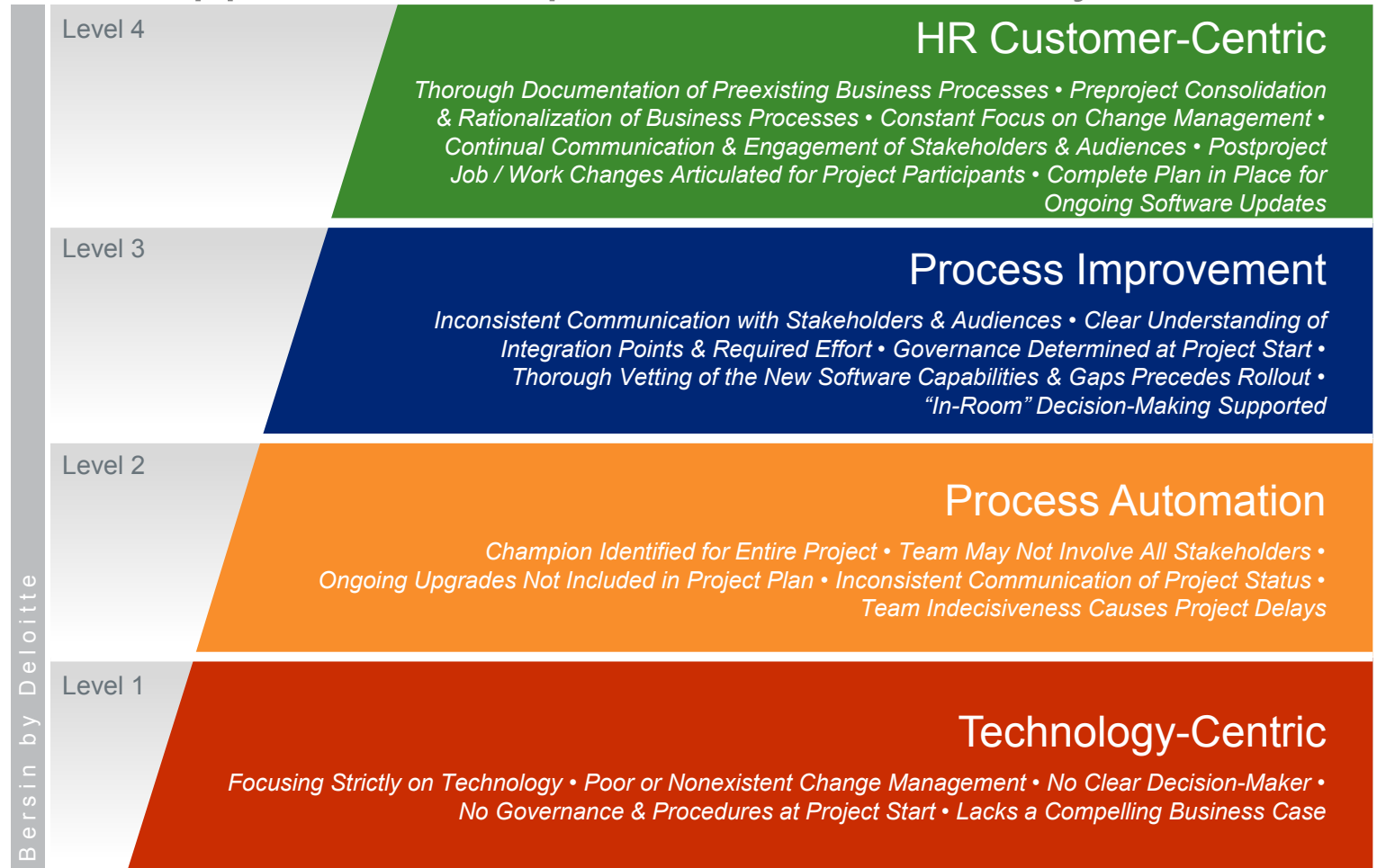
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# HCM Applications Implementation Maturity Model

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### High-Potential Strategy Maturity Model

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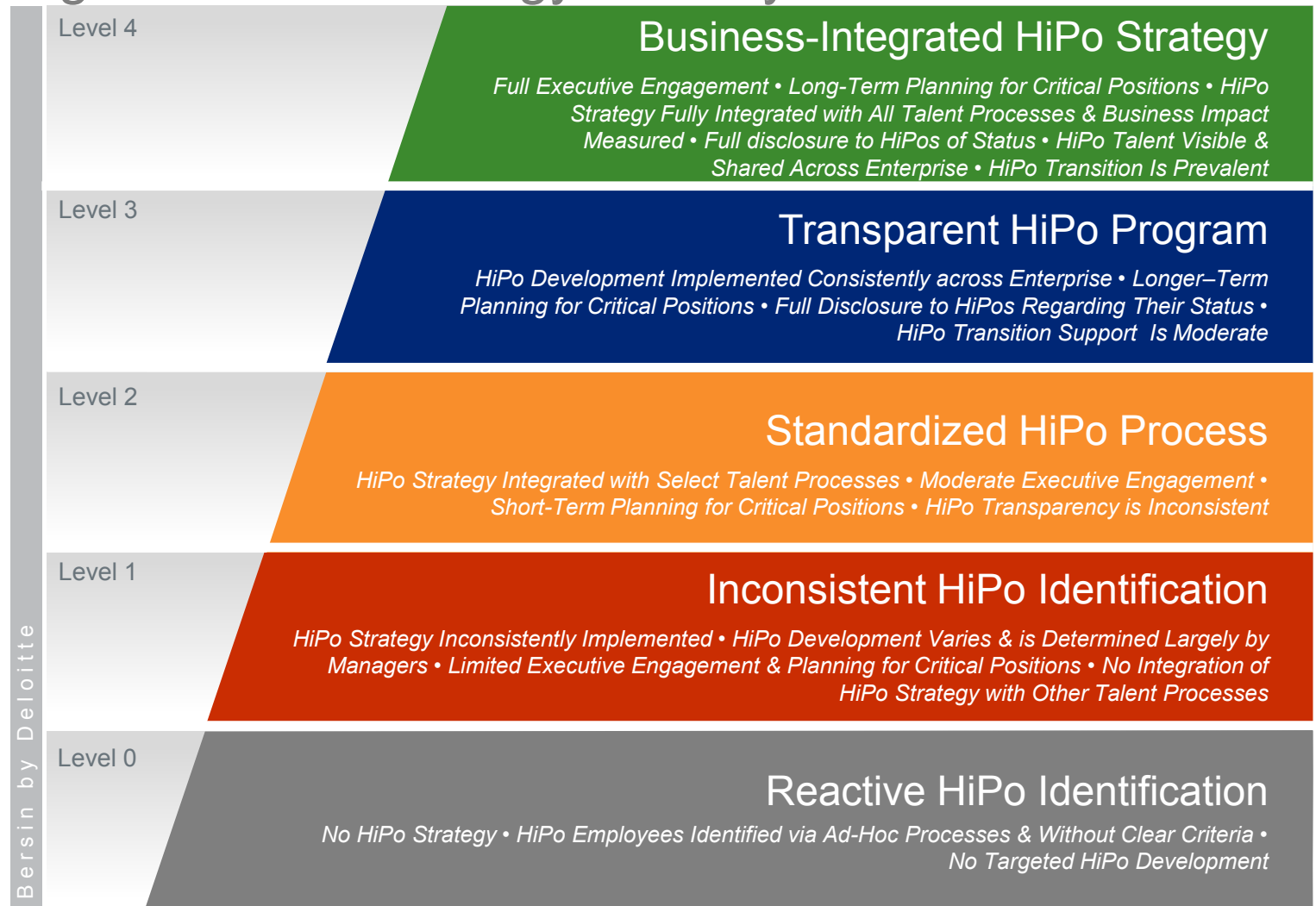
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Human Resources Maturity Model

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Lined area for notes.



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## Leadership Development Maturity Model



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# Learning Organization Maturity Model

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# Performance Management (PM) Maturity Model

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# Succession Management Maturity Model

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## Talent Acquisition Maturity Model

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# Talent Management Maturity Model

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Research-based people strategies designed to help leaders and their organizations to drive exceptional business performance.

- **Research, Models, and Frameworks:** Your BBD membership can help you increase your business impact. We provide the models, frameworks, and leading practices you can use to assess your organization and define, create, and communicate your strategies—including case studies and performance support materials to jumpstart your programs.
- **Benchmarking:** Get the insights, data—including trends in metrics over time—and guidance that can help you improve your strategy and make valuable investment decisions.
- **Solution Provider Coverage:** Our current and unbiased view of the leading technology and programs can help you develop an effective technology and solution provider roadmap.
- **BersinInsights™:** BersinInsights is a personalized, integrated technology platform built specifically for the HR, talent, and learning industry. Designed to help you easily find what you need, BersinInsights searches more than 53,000 pages of actionable research as well as 300 practical videos to provide you with the right resources.
- **Member Support:** Interact directly with specialists who can answer questions while offering general insight and advice, referencing relevant research, and establishing connections to other members when appropriate.
- **Performance Support Materials:** BBD offers research-based resources, including templates, checklists, illustrative models, process diagrams, self-assessments, and project plans to assist members in specific areas of HR, talent, and learning.
- **IMPACT® Conference: *The Business of Talent*:** Attend special sessions of our annual IMPACT® conference.
- **Networking:** Learn from the industry leaders. Expand your network and share leading practices through our member-only online communities, working groups, and round tables, as well as our annual IMPACT research conference.

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## About Us

Bersin by Deloitte delivers research-based people strategies designed to help leaders and their organizations in their efforts to deliver exceptional business performance. Our WhatWorks® membership gives *FORTUNE* 1000 and Global 2000 HR professionals the information and tools they need to design and implement leading practice solutions, benchmark against others, develop their staff, and select and implement systems. A piece of Bersin by Deloitte research is downloaded on average approximately every minute during the business day. More than 5,000 organizations worldwide use our research and consulting to guide their HR, talent, and learning strategies.

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