



Talent Mapping Process Checklist



Use this checklist to assess and strengthen your organization's talent mapping process.

It outlines the key steps and considerations for building a robust, future-ready leadership pipeline.

1 Define Key Competencies & Success Profiles

- ☐ Identify critical roles and leadership competencies required for success.
- ☐ List technical, behavioral, and strategic skills needed for each role.
- ☐ Align competencies with organizational mission and long-term vision.

2 Identify Potential Talent Sources

- ☐ Assess internal high-potential employees for future leadership roles.
- ☐ Map external talent pools across industries and competitors.
- ☐ Include passive candidates who fit your leadership DNA.

3 Assess and Evaluate Talent

- ☐ Conduct structured interviews and competency-based assessments.
- ☐ Use performance data and 360° feedback for objective evaluation.
- ☐ Rate candidates on readiness, potential, and cultural alignment.

4 Build & Nurture Relationships

- ☐ Engage regularly with potential leaders and high-potentials.
- ☐ Create mentorship or exposure programs for developmental growth.
- ☐ Communicate transparent career pathways and opportunities.

5 Track, Review & Refresh

- ☐ Review your talent map every 6–12 months.
- ☐ Update based on performance shifts and new business priorities.
- ☐ Identify emerging skill gaps and update development plans.

Whether you're a growing company preparing for scale or a mature organization navigating transformation, talent mapping is your blueprint for continuity, culture, and confidence.

At Pipal Tree Services, we help organizations design and execute mission-aligned talent mapping strategies that combine market intelligence, leadership insight, and structured evaluation, ensuring you always know who's next.

If you'd like to discuss how talent mapping can strengthen your leadership pipeline, feel free to reach out to me at sonia@pipaltreeservices.com.