



Talent Management best practice:

- Appraisals and regular performance feedback linked to support and development opportunities should be given to staff.
- Employers should put in place processes to decide whether jobs advertised internally are for progression.
- Process for career progression including mentoring and shadowing should be available to staff.
- Conscious/ unconscious Bias Training should be available to all staff.

Source: Roger Kline: [No More Tick Boxes](#)