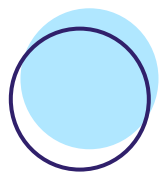


Template

Developing HR KPIs and Targets



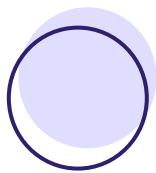


To drive your organization forward, it is important to implement and develop highly effective HR metrics.

This template will help you to do just that. You will translate your strategic people priorities into HR metrics and, thus, make your HR practices measurable. You can fill in this template by following these four steps on the right.

INSTRUCTIONS

-  **1. Identifying strategic people priorities**
The [HR canvas](#) will help you identify HR value drivers and HR priorities.
-  **2. Defining KPIs**
Once you have defined your HR priorities, make sure to define one or more specific KPIs for each of them. These help you measure what you're trying to achieve.
-  **3. Analyzing current scores**
Once you have defined KPIs, define current scores to see where you stand now.
-  **4. Setting targets**
From there, set realistic targets that you strive to achieve. This approach helps to create a specific, measurable, attainable, result-driven, and time-based goal that enables you to steer your organization.

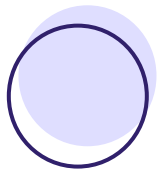


Use the template below to create a clear overview of your strategic people priorities, the respective KPIs, and targets in your organization. Try to relate each priority to at least one key performance driver or an organizational objective. You can either choose to focus on one HR subdomain or take a broader scope. A narrower scope is advisable for people working in larger organizations. You can find an example in the first row.

TIP

For a deeper dive into how to set HR KPIs, have a look at [this in-depth explanation](#).

Strategic people priorities	KPI	Current score	Target
Learning and growth: creating an innovative organization	Innovative employee behavior (scale)	6.2	>7.5



Strategic people priorities	KPI	Current score	Target