**TDRp: Managing Talent for Bottom Line Impact**

Talent Development Reporting principles (TDRp) is an industry-led initiative to run talent like a business in order to deliver measurable, planned impact with greater effectiveness and efficiency.

Historically, many Human Resource professionals have not had the background or experience to approach talent from a business perspective. Moreover, many CFOs and CEOs, unsure of what really can be expected from HR, have not demanded that it be held to the same management standards as other functions.

# What does TDRp entail?

TDRp supporters believe otherwise and have implemented TDRp to help HR department heads run their function like a business which includes:

* Starting with business outcomes and then designing initiatives to help achieve them;
* Working with senior leaders to establish the expected, measurable impact of key HR initiatives on business outcomes;
* Establishing effectiveness and efficiency goals in support of the key strategic and department initiatives;
* Executing with discipline to review progress against goals and proactively taking action to ensure planned results are delivered;
* Reporting high-level progress against plan (goals) at least quarterly to the CEO, including a forecast of how the year is expected to end.

# What are the benefits of implementing TDRp?

TDRp provides standard statements and reports as well as definitions for more than 600 measures, much like GAAP or IFRS for accounting. TDRp, however, also provides guidance in how these reports should be used by talent leaders to manage the function like a business. The TDRp framework has been developed for all key HR processes including learning and development, leadership development, talent acquisition, capability management, performance management and total rewards.

The benefits of implementing TDRp include:

1. Better alignment of HR initiatives to company goals
2. Better planning of HR initiatives, especially with regard to expected impact and value
3. Better execution of HR initiatives
4. Greater focus on outcomes, effectiveness and efficiency

In short, TDRp will help your HR department deliver more value with a greater focus on impact, effectiveness, and efficiency. TDRp will also significantly enhance transparency and accountability.

*The Center for Talent Reporting, a 501c6 nonprofit, is the home for TDRp. It is governed by a nine-member board composed of industry thought leaders and advised by a standards committee. The Executive Director is David Vance who was Chief Economist and Head of Business Intelligence for Caterpillar Inc. as well as founding President of Caterpillar University.*

*More information is available at CenterforTalentReporting.org or by contacting David Vance at DVance@CenterforTalentReporting.org.*