

The LAMP Framework

We believe that a paradigm extension toward a talent decision science is key to getting to the other side of the wall. Incremental improvements in the traditional measurement approaches will not address the challenges. HR measurement can move beyond the wall using what we call the LAMP model, shown in Figure 1-3. The letters in LAMP stand for logic, analytics, measures, and process, four critical components of a measurement system that drives strategic change and organizational effectiveness. Measures represent only one component of this system. Although they are essential, without the other three components, the measures and data are destined to remain isolated from the true purpose of HR measurement systems.

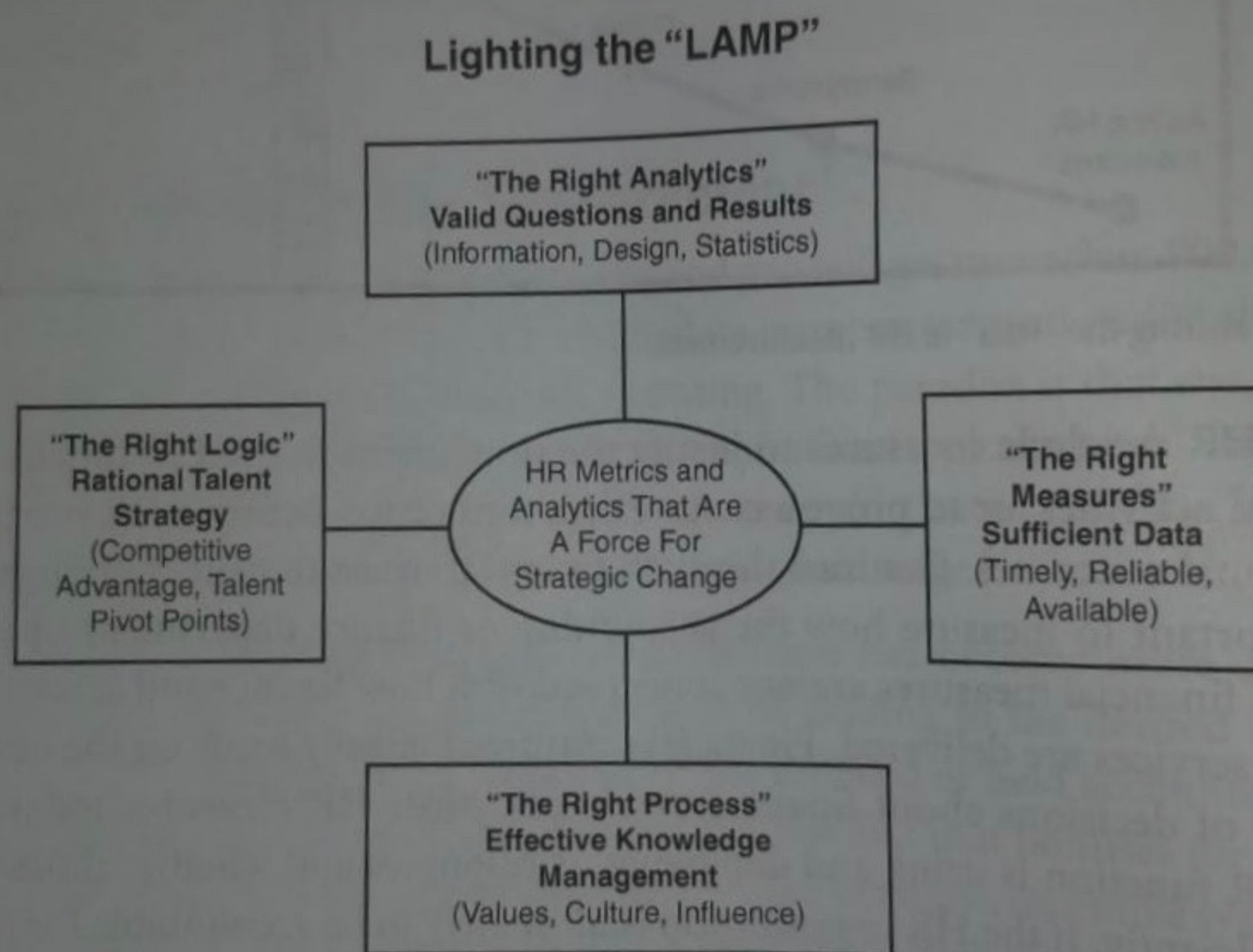


Figure 1-3 Lighting the LAMP.

The LAMP metaphor refers to a story that reflects today's HR measurement dilemma:

One evening while strolling, a man encountered an inebriated person diligently searching the sidewalk below a street lamp.

"Did you lose something?" he asked.

"My car keys. I've been looking for them for an hour," the person replied.

The man quickly scanned the area, spotting nothing. "Are you sure you lost them here?"