

## Increase the potential of your Talent <sup>■</sup>

The battle for talent is stronger than ever and people are key to your success; does your current HR solution equip you to maintain your competitive talent advantage?

Your company is made up of people with many different skills. Do you know them and do you have the right people for the job? Talentia Talent helps you to gain an overview of the skills and proficiency for each position enabling you to implement tactical workforce plans including mobility, engagement, development, training, tutoring and retention strategies.

The solution, with modules encompassing the entire employee lifecycle, helps organisations to better manage, engage, motivate, develop and retain their employees. Flexible and easy to use, it brings together all of the elements required to support effective career development. It not only provides you with a consistent, enterprise-wide view of the skills, competencies, performance and ambitions of your employees, but also provides the tools and analysis you need to make informed decisions about your people.

### Performance <sup>■</sup>

Talentia helps organisations streamline the complete performance management process, enabling them to reduce the amount of administration associated with the appraisal processes whilst ensuring efficiency, accuracy and consistency. Our Performance templates are fully flexible and can reflect client specific business requirements with complete control over assessment content, scoring, rating scales, weighting, feedback and more...

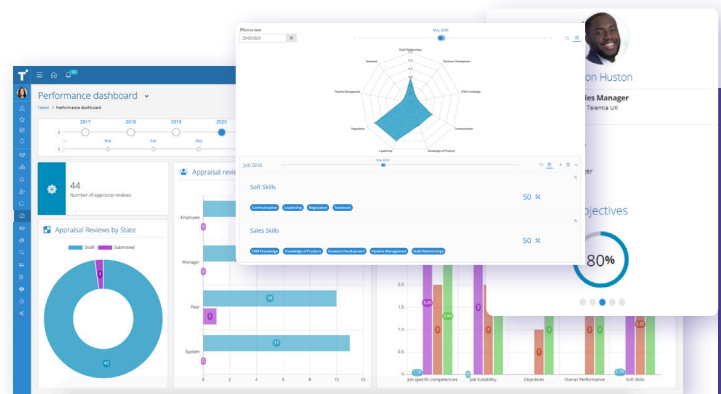
Gathering real feedback has never been easier with a completely tailorable questionnaire engine to gain real insights into your employees. Available to use within the performance process or to gauge employee satisfaction as an example.

Career development conversations keep talent engaged and motivated, Talentia Performance will help encourage Managers and Employees to communicate more productively and proactively. Thanks to our embedded Social & Collaboration engine, building a culture of continuous feedback and communication is made easier.

### Talent Management <sup>■</sup>

When it comes to talent management in companies, adopting a strategic approach for the management of high-potential individuals is paramount. These people play a critical role in the sustainability of the company and must be identified and managed in a specific way.

Talentia Talent combines all the information into a single integrated system. You can view skills and experience; track potential, mobility, risk and succession readiness; manage career paths, define development plans; identify skills gaps and potential talent shortages. All these key talent metrics and more are available in real-time dashboards allowing you to make more informed decisions, faster.



# Talentia HCM will help you optimise



## Quick Setup

Configurable appraisal forms and processes



## Recognition

Encourage peer-to-peer feedback, & recognition



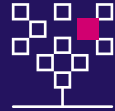
## Identify

Identify, highlight & track key groups of talent



## Process

Automatically assign tasks with alerts and notifications



## Reward

Track performance & link results with compensation

## Succession and Career

Succession and career planning with Talentia lets you visualise and assign the necessary activities to your people, helping you to retain your talent whilst allowing them to move forward within the company – which is of vital importance to preventing a skills shortage. HR are able to identify key roles for succession, suggest potential successors, assess readiness levels, target development needs, which all can be viewed within the organisation chart.

People are the number one factor to the future success of every company. Safeguarding key positions and knowledge by implementing responsive, forward-looking succession plans is imperative.

## Continuous Feedback

The annual appraisal is often criticised. Employees can perceive them as a potentially risky ordeal, as they represent a snapshot view on all the work carried out during the year. Talentia has the answer to this common concern with Continuous Feedback.

This collaborative tool provides everyone in the company with means to instantly share congratulations and feedback on others. Using this approach, comments are collected from peers “as and when they happen” which delivers a more rounded perspective to the annual review. Employees can also receive achievement awards which enhances engagement levels and supports greater recognition for their contribution to the company.

## Talentia HCM

A suite of modules covering the whole hire to retire process.

### Talentia HCM

#### HR Administration

- Core HR\*
- Onboarding
- HR Intelligence
- Absence
- Charting
- Virtual Assistant
- Social and Collaboration
- Survey

#### Recruitment

- Recruitment Management
- ATS powered by Arca 24

\*Prerequisite for all modules

#### Talent

- Performance
- Talent Management
- Succession and Career
- Continuous Feedback

#### Learning & Development

- Training Management
- LMS

#### Compensation

- Salary Analysis
- Pay Review

