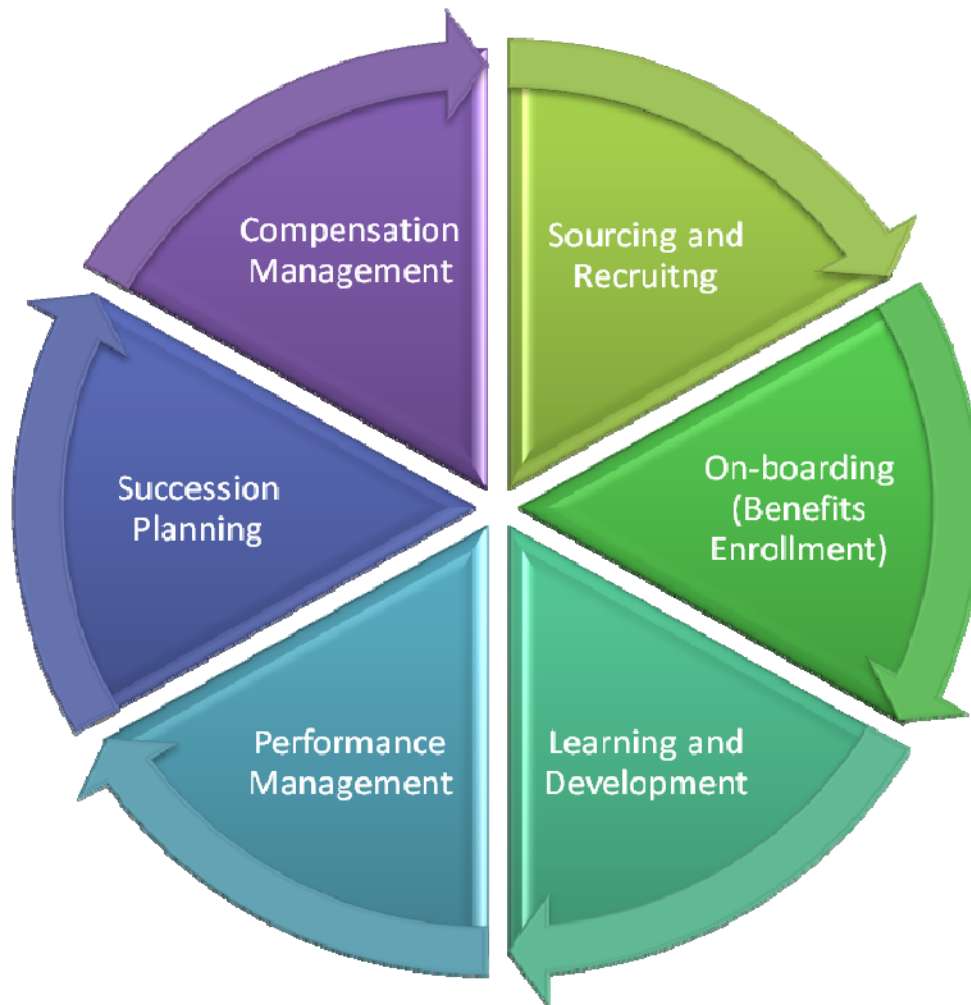


TALENT MANAGEMENT SYSTEM

EXECUTIVE SUMMARY



OBJECTIVE:

“Do it once,
do it better,
do it faster,
and make it
measurable.”

NOVEMBER
2010

TALENT MANAGEMENT SYSTEM

C O R E S Y S T E M C O M P O N E N T S



WHAT IS TALENT MANAGEMENT?

A conscious, deliberate approach undertaken to attract, develop and retain people with the aptitude and abilities to meet current and future organizational needs.

OR

Getting the right people, in the right place, at the right time, heading the right direction.

WHAT IS A TALENT MANAGEMENT SOLUTION?

A Talent Management Solution is Human Resources Software as a Service (SaaS) product composed of six elements which roughly correspond with the stages of the employee “life cycle.” Those stages are recruiting and hiring a new employee, getting the new employee on-board, training, evaluating performance, offering a career path for promotion or lateral skill acquisition, and finally compensation. The components of the software system are interconnected for better data gathering and reporting.



WHY A TALENT MANAGEMENT SOLUTION?

State government leaders recognize and acknowledge that talent drives performance in the form of better service, innovation, organizational process improvement, management and leadership. To best manage our current and future workforce we are moving forward with investing in a easy to use Talent Management Software Solution.



OUR TALENT MANAGEMENT SOLUTION WILL:

- Easy to use; internet based access.
- Streamline, automate and innovate recruiting and hiring processes.
- Assist in effectively managing, developing and aligning employees to objectives and mission of the State through performance management, developmental activities, and career paths.
- Invest in employees through training, performance planning, and career development.
- Gain robust workforce analytics for decision support.

TALENT MANAGEMENT SYSTEM

C O R E S Y S T E M C O M P O N E N T S



SOURCING AND RECRUITING IMPROVEMENTS

User-friendly web-based application

Applicant skill matching to current vacancies; accounts with status updates

Automated job requisitions, workflow, and “job cloning”

Daily job posting to multiple job boards simultaneously

Pre-screening and automated applicant assessments and ranking

Easy data collection for reporting and metrics

AUTOMATED ON-BOARDING

Consistent introduction to State culture

Commitment to new employees

Electronic forms / task management

E-verify— Social Security validation

Electronic forms begin personnel file

BENEFITS ENROLLMENT

Easy to use Benefits Enrollment feature (Open Enrollment, New Hire and Life Event changes)

COORDINATED LEARNING AND DEVELOPMENT

One investment statewide

Increased e-learning opportunities

Employee training record tracking for entire career

Electronic assignment, approval, enrollment, and scheduling

Mentor/Mentee tracking capabilities

Integrated with Performance Management and Succession Planning

Financial tracking to determine return on invest

TALENT MANAGEMENT SYSTEM

C O R E S Y S T E M C O M P O N E N T S



PERFORMANCE MANAGEMENT AND ACCOUNTABILITY

Interactive process with employee input, goals, and project tracking

Suggested language to support employee ranking and legal scan

Collects competency data statewide

Integrated with Training, Succession Planning, and Compensation

Identify statewide skill gaps to target training opportunities

Consistent evaluation process



INTEGRATED SUCCESSION PLANNING

Pro-active process based on data

Identify statewide mission critical positions and people

Identify high-potential and high-performing employees

Create “what-if” scenarios and organizational charts

Create development plans to improve bench strength

Succession based self-nomination/manager enrollment based on skills, abilities, and job requirements



COMPENSATION MANAGEMENT TOOLS

Electronically import, manage, and evaluate current market data

Capture and utilize historic market data as basis for salary benchmarking

“What if” scenario planning for compensation issues



Thank you for your time.

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Charles Roberson, Affirmative Action Specialist

