



# eTalent+ for PeopleSoft

work:strategy

## eTalent+ Features

WorkStrategy's eTalent+ is an intuitive talent planning and management dashboard linking PeopleSoft's core HR and talent management functionality with enhanced productivity and analytical tools.

eTalent+ provides managers and HR/Organizational Development staff with a platform for identifying staff with specific skills, linking candidates to key position succession plans, and assessing readiness and developmental needs. Organization and employee data is presented in organizational charts, 9-box grids, and other formats as desired.

eTalent+ functional capabilities include planning tools for talent review cycles, real-time analytics and reporting, quick access to direct reports and succession candidate profiles, and talent pool management. Users benefit from familiar PeopleSoft menus and navigation that may be easily configured to meet the needs of your organization.

WorkStrategy's eTalent+ architecture is based on PeopleTools, leveraging your investment in PeopleSoft technology. Our dashboard templates can be configured to meet your internal branding and customized to meet the specific needs of your HR/OD department.

- ▶ Flexible Hierarchy
- ▶ Integration Tools
- ▶ Real-time Analytics
- ▶ Talent Reviews
- ▶ Succession Planning
- ▶ Talent Profiles
- ▶ Talent Pools
- ▶ Successor Readiness
- ▶ Talent Raking
- ▶ Talent Search
- ▶ Management Guidance

The screenshot shows the eTalent+ dashboard with the following components:

- Navigation:** Home | Direct Reports | Activities | Profiles | Succession | Reporting
- Corporate Talent Planning Guidance:**
  - Event Calendar:**

Event	Start	End
Cycle Kick Off	01/01/2013	02/28/2013
Conduct Meetings	03/01/2013	12/31/2013
Update Talent Profiles	01/01/2013	04/01/2013
Update Succession Plans	01/01/2013	06/30/2013
Division Succession Reviews	06/01/2013	09/30/2013
  - Messages From Talent Management:**
    - Welcome to our Talent Planning cycle for 2013!
    - Please make a note of the milestone dates on the left side of the page.
    - Remember to review / update the Talent Profiles for your direct reports and your own as well.
    - For any Talent Review cycle questions, please contact your regional Talent Management office or email TalentReview@workstrategy.com
- My Talent Planning:**
  - My Direct Report Talent Profiles:**

Name	Perf Rev Status	Employee Input	Manager Input	Talent Designations	Action
Cynthia Adams	In Progress	Not Started	Not Started	Emerging Talent	<a href="#">View/Edit</a>
Diane Palmer	Not Applicable	Not Started	Not Started	Core Talent	<a href="#">View/Edit</a>
Jill Chancellor	Not Applicable	Not Started	Not Started		<a href="#">View/Edit</a>
Joyce Barnhardt	Completed	Not Started	Not Started		<a href="#">View/Edit</a>
MANDI JO DACHSHUND	Not Applicable	Not Started	Not Started		<a href="#">View/Edit</a>

410.715.1020 [workstrategy.com](http://workstrategy.com)

## Implementation Methodology

We believe that efficient business processes have a direct impact on workforce performance and Human Resources effectiveness. Organizations that leverage enterprise technology to integrate employee performance, training development, and compensation management processes are able to facilitate positive changes and deliver quantifiable results.

Real-time, integrated access to career and succession planning tools empower employees, managers, and HR staff seeking guidance and realistic alternatives in a dynamic business environment. WorkStrategy's PeopleSoft Talent Management consultants will help you identify and maximize your high performers for critical business lines and high growth markets.

WorkStrategy's PeopleSoft HCM implementation tools are designed to provide a process and technology roadmap spanning the entire employee development lifecycle.

- ▶ Design and Branding
- ▶ Process Improvement
- ▶ Change Management
- ▶ Talent Metrics
- ▶ Reporting and Statements
- ▶ Talent Cycle Planning
- ▶ Integration Tools

**Cynthia Adams - Corporate Controller**  
Accounting - Corporate Accounting  
Corporation Headquarters - United States  
phone: 212-555-1940  
email: c.adams@wstb.com

Currently Working On... Finance and Administration, Strategic Purchasing Reviewing procurement services, including bid proposal process, requisition and purchase order procedures, and contract preparation issuance monitoring.

**Talent Designations**  
Domain Expert  
Emerging Talent

**Skills & Expertise**  
Customer Service Skill 4    Executive Skill 3    Finance Skill 4    Quality Assurance Skill 4  
Information Technology Skill 4

**Experience**  
**Corporate Controller**  
November 2008 - Present  
Overseeing all aspects of financial control in the business.  
Providing financial, commercial and strategic support to the business.  
Preparation of management information from source data.  
Producing monthly management accounts, budgets, forecasts & VAT returns.  
Presenting monthly results, budget variances and ad-hoc analysis.  
Involved in Business Planning, P&L, Balance sheet & liquidity planning.  
Overseeing internal financial controls.  
Recording of monies received and paid out.  
Producing meaningful commentary and analysis of financial data.  
Preparation and reporting of income and expense forecasts to senior management.  
Developing, managing and motivating a team of finance professionals.  
Reviewing new & existing business models and capital appropriation requests.  
Identify and develop controls and processes to ensure all risks and opportunities are highlighted.

**Reporting Structure:**

- Betty Locherty (Director-Finance)
  - Arturo Erickson (Manager-Finance)
  - Cynthia Adams (Corporate Controller)
  - Jill Chancellor (Manager-Payroll)
- Derek Holsinger (Accountant)
- Heidi Schwartz (Sr Financial Analyst)

## About WorkStrategy

WorkStrategy HCM technology specialists provide strategic planning, project management, process improvement, and talent management services for Oracle PeopleSoft and HCM Cloud applications. Our consultants are regarded as leaders in the HR management field and possess a unique reputation for exceeding customer expectations.