

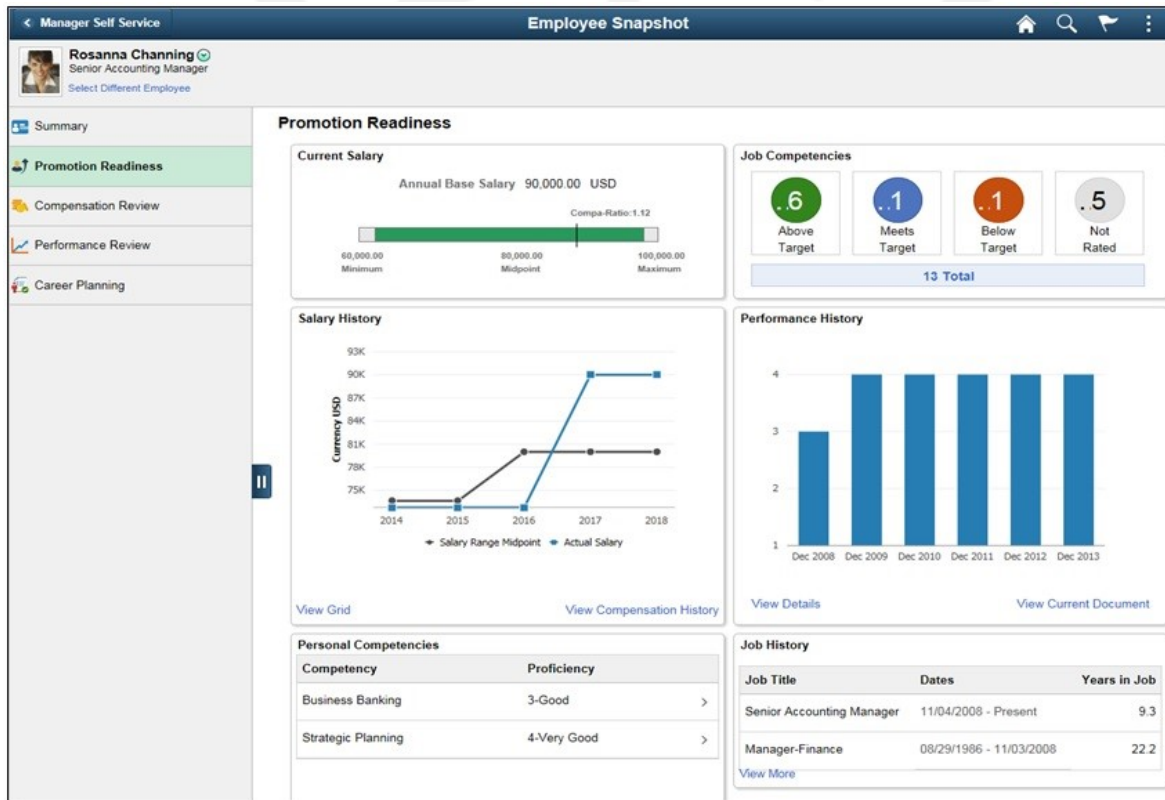
# PeopleSoft Talent Management

## Integrated Talent Management

PeopleSoft 9.2 Talent Management functionality - from initial talent acquisition and onboarding to workforce development and leadership decision support - is a comprehensive solution for organizations requiring a common platform with enterprise-wide security, intuitive self service and reporting tools.

We believe that efficient business processes have a direct impact on workforce performance and HR Management effectiveness. PeopleSoft customers are provided an integrated solution for managing onboarding, performance and goal alignment, learning, succession, and career planning for employees, managers, and talent administrators. Recent Fluid self service enhancements improve user navigation and access to analytics, dashboards, and related talent management processes.

- ▶ Fluid Self Service
- ▶ Talent Analytics
- ▶ OnBoarding
- ▶ Talent Profiles
- ▶ ePerformance
- ▶ Succession / Talent Pools
- ▶ Career Planning
- ▶ Recruiting Solutions
- ▶ Enterprise Learning
- ▶ eComp MD



# Implementing Talent Management

WorkStrategy consultants will review and prototype PeopleSoft applications to support proof of concept and usability assessments. Functional analysis will include Profile Management, OnBoarding, Succession and Talent Pools, Career Planning, ePerformance, eComp Manager Desktop, Recruiting, and Enterprise Learning.

Our Talent Management Analysis (TMA) will include a summary of findings and recommendations, technology roll-out strategy, implementation best practices, project budgeting, resource allocation, and expected process improvement. Analysis topics will include Fluid, Classic Plus, Employee and Management Self Service, Analytics, and Reporting.

- ▶ Implementation Roadmap
- ▶ Functional Analysis
- ▶ Configuration Tools
- ▶ Fluid Interface / Classic Plus
- ▶ Process Improvements
- ▶ Knowledge Transfer

The screenshot displays the 'Performance Process' interface for an Annual Review. The main area shows 'Checkpoint 1 - Update and Share' for Rosanna Channing, a Senior Accounting Manager. The review is managed by Betty Locherty and is currently in progress. A 'Ratings Box' pop-up window is open, showing a matrix for 'Performance Vs. Potential' with 'POTENTIAL' on the y-axis (Low, Medium, High) and 'PERFORMANCE' on the x-axis (Low, Medium, High). The matrix contains names of active candidates: John Peterson, Daniel Reese, Mei Lee, and Derek Holzner. Below the matrix, it notes that Vicki Zinn does not have box ratings and provides buttons for 'Assign Ratings', 'Save', and 'Maintain Succession Plan'.

## 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.

**Get There.** With WorkStrategy HR Technology Solutions.