



PeopleSoft Talent Management

work:strategy

Integrated Talent Management

WorkStrategy's talent management services are designed to facilitate HR process improvement, leverage integrated PeopleSoft applications, and support long-term workforce planning and development initiatives.

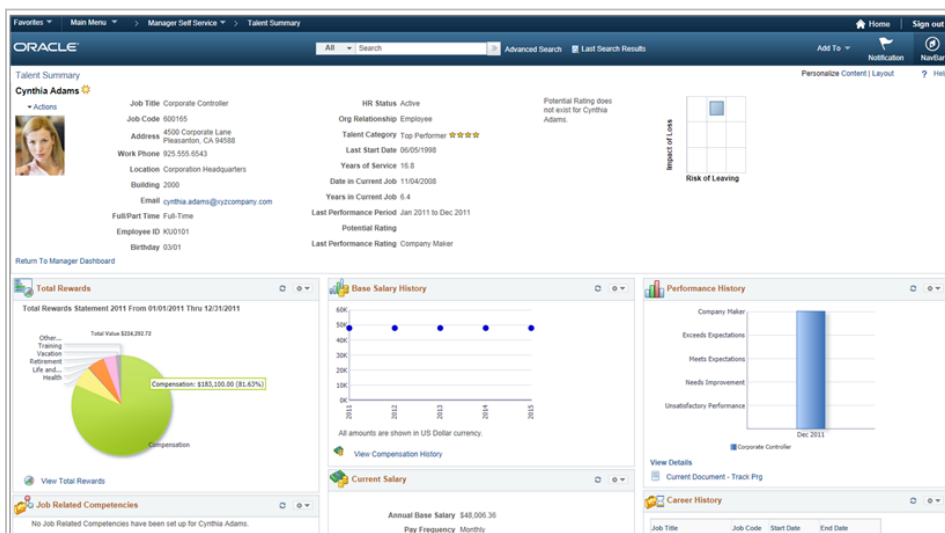
PeopleSoft Talent Management functionality—from initial talent acquisition and onboarding to workforce development and leadership decision support—is a comprehensive solution for organizations requiring a common platform with enterprise-wide security, intuitive self service and mobility tools, dashboards,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

We believe that efficient business processes have a direct impact on workforce performance and Human Resources Management effectiveness. Organizations leveraging enterprise technology to integrate onboarding, performance and goal alignment, learning, succession and career development, and pay for performance are able to facilitate positive changes and deliver quantifiable results.

Real-time, integrated data analysis and decision-support tools are an essential component to empowering HR management and operational management. Career planning, performance workforce development technology including employee / manager self service, user guidance and alerts, and workflow, will increase employee communication and engagement.

Our consultants will create a process and HCM technology roadmap highlighting key PeopleSoft application components and opportunities for process

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



410.715.1020 workstrategy.com

Talent Management Analysis

Our PeopleSoft Talent Management specialists will review existing or planned processes, define configuration and reporting requirements, and provide implementation best practices to meet your immediate and long-term HR and talent planning objectives.

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.

Analysis topics will include Fluid Interface and Classic Plus Pages, Employee and Management Self Service, Workflow and Approvals, Organizational Hierarchy, Alerts and Notifications, Simplified Analytics, Reporting, User Roles, and Security.

The 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.

Key deliverables for the TMA are:

- Summary of findings and recommendations
- Definition of the organization's talent management processes
- Impact of PeopleSoft application functionality
- Review and demonstration of key talent management features
- Analysis of current technical infrastructure and recommended changes
- Overview of implementation best practices
- Resource plan for project staffing, training, and ongoing maintenance
- Knowledge transfer from WorkStrategy to the customer team

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