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HR Talent Management On-Line Software and Support

WEB BASED TALENT MANAGEMENT SOLUTIONS-On-line Software for Mentoring, Hiring and Selection, Succession Planning, Career Development

HR Talent Management Consulting and Web Based Solutions

Competency Development, Hiring and Selection, 360-Degree Feedback, Mentoring, Succession Planning, Career Development, Performance Management

Need to Develop People!

New technology, rapid changes in business organizations and globalization have increased the demand for talented people. Meanwhile, as baby boomers are preparing for retirement, organizations are faced with issues of losing their critical talent, a talent shortage, and underdeveloped leaders ready for demanding new responsibilities.

The recent slowdown in the economy has not eliminated the talent problem. Workforce reductions have temporarily slowed down the major battles for talent, but they have put a premium on ensuring that the talent remaining is high performing and well-suited to the strategic needs of the business.

With pressure to increase profitability, maintain earnings and increase shareholder value, organizations respond by reducing staff in tough times. Although this reduction may get an initial positive response from investors, it can undermine performance when organizations lack the talent to capitalize on growth opportunities.



Developing Internal Talent

Past experience shows that many organizations find themselves recruiting new talent rather than systematic developing “internal” talent. As a result, they are unprepared to respond quickly to business opportunities and the ramp to have the right people in the right jobs at the right time up time to deliver improved business results takes more time.

HRTalentPro helps organizations achieve competitive talent strategies:

- **Develop talent management strategies to align with the business strategy** – HRTalentPro helps you to determine what unique combinations of factors are affecting performance and are linked to strategic goals.
- **Develop and implement state-of-the-art talent programs** – HRTalentPro helps you focus on the right design issues and determine how to create Talent Management programs that work in their business culture
- **Design talent management programs consistently and effectively** – HRTalentPro designs programs and provides tools and support that allow effective implementation of the new talent program and alignment with other critical HR processes
- **Identify and Develop Effective Talent Management Solutions**
First, we perform both qualitative and analyses to assess the influence of current management practices on the workforce. Second, we translate business objectives into workforce requirements. Next, we compare the current and desired states. Finally, we support you to create a plan for effective solutions and create a plan for managing and motivating a workforce capable of achieving business objectives.
- **Talent Management Solutions**
We help you develop and implement a talent management solution to meet your needs for Succession Planning, Mentoring, Career Planning, and Leadership Development. We help you, your staff, managers and employees to be successful in achieving their Talent Management Goals.
- **Implement on-line talent management web-based tools** – HRTalentPro offers a suite of on-line tools for hiring and selection, 360 Feedback, Mentoring, Succession Planning and Career Development to support your talent management needs.



- **Measure the outcome of talent management programs or interventions**
HRTalentPro helps you evaluate the effectiveness of your talent management program interventions by identifying metrics to help you monitor and modify the talent strategies over time.

Web-Based Solutions

HRTalentPro offers on-line assessment instruments, selection tools, development plans, career development resources, tracking and feedback tools, and measurement tools. Our web-based talent management program provides users with the ability to use the on-line web-based tools with ease.

The high-powered database program has a wide-range of capability and timesaving resources to manage your talent management activities in less time. Users complete assessments, identify development needs, identify development opportunities, set goals, identify development activities, track their progress, measure their results on line.

Coaches or Mentors support users development process by providing insight and feedback. Administrators enroll users, create their own assessment survey questions, launch programs, track progress and monitor results.

- HRTalentPro provides the tools and resources to manage your talent management programs — Hiring and Selection, Mentoring, 360-Degree Feedback Assessment, Succession Planning, Performance Management and Career Development.
- HRTalentPro allows individual users simple, easy to use access to on-line tools to assess needs, create a development plans, access the competency library, give feedback, and measure results.
- HRTalentPro offers convenient administrative tools to manage your programs. You are able to define user groups, schedule calendar events, enroll participants, monitor progress, send emails, evaluate outcomes, store and retrieve data, and generate reports.
- HRTalentPro provides everything you need to implement your Talent Management Program — Training, Tools, Guidelines, and Support.



Software Features

HRTalentPro offers many great features that help support your Talent Management Initiatives. It offers a web-hosted on-line system for Hiring and Selection, 360 Feedback, Succession Planning, Career Development, Mentoring, and Performance Management. Our system is compatible with your internal HRIS/Training systems.

This program features user-friendly capability- administrative ability to create multiple programs, manage participant activities such as enroll participants, match participants, monitor progress, and generate, print, and email reports.

Easy Access to On-line Talent Management Programs

Saves valuable time, and is easy to use. Reliable and compatible with other HR database systems.

HR TalentPro provides the tools and resources to manage HR TalentPro programs - Hiring and Selection, Mentoring, 360-Degree Feedback Assessment, Succession Planning, Performance Management and Career Development, using Oracle Database Software.

HR TalentPro allows users simple, easy to use access to on-line tools to assess needs, create career profile, develop action plans, and receive and give feedback.

HR TalentPro also offers convenient administrative tools to implement programs, define user groups, calendar events, enroll participants, monitor progress, control access, evaluate outcomes, store and retrieve data, and generate reports. This is an excellent program for managing Human Resource Talent Management Programs.



Program Features

Competency Library

You can access the library function to identify training and development activities or upload your own training and development activity guide. The library also provides training for setting up a talent management programs.

Assessment Instruments

You can easily design assessment instruments based on your unique set of competencies. Once this is created, the administrator enrolls participants by assigning a username and password. Participants complete the assessment instrument(s) and can save, print or email the compiled results of the survey. Their username and password allow them to reentry the website anytime.

Development Planning

The development plan is very functional. Results of the assessment will flow automatically into the development guide. Participants can select items within the competency to identify goals and create action plans, activities and timelines. The action plan is saved, and monitored by participants, mentors/coach, and administrator. The program administrator sets the function to allow parties such as the mentor/coach or manager to view the participant's action plan.

Feedback

Participants provide ongoing feedback on their progress. Protégé's complete a feedback form to evaluate their progress on action items and give their mentor feedback on their coaching. Mentors provide protégé's feedback on their action plans and progress. Administrators monitor progress and protégé/mentor meetings to intervene when needed to ensure success.

Evaluation

Participants complete a final program evaluation to rate their mentor/protege experience and report outcomes. The evaluation reporting provides you with valuable insight to the program ROI.

Added-Value Features

The tools can be used for a variety of purposes to meet your needs. The assessment instrument can be used to assess the competencies of different groups within the organization. The development-planning tool can be used for career development or performance planning. The reporting function can be used to assess training needs, leadership strengths, competency improvement, etc. Our program is very affordable. There is an initially set up fee, per user license, and web hosting fee.



Resources

The high-powered database program has a wide-range of capability and timesaving resources to allow to you manage your talent management activities in less time.

Pricing

HRTalentPro is a high-powered, competitively priced, web-based program. It offers an extensive range of Talent Management Tools - Hiring & Selection, 360 Feedback, Career Developing, Succession Planning, Mentoring Program process options.

Configuration

HRTalentPro is tailored to meet your organization strategies; our web technology creates your desired process. We will help you with your system set up decision process. A comprehensive guide will be provided to take you through a series of simple decisions to determine your needs; these explore your preferences, suggest improvements you might not have considered, and highlight implications.

- Employee demographic information
- Competency templates to build assessment instruments and job profiles
- Intuitive data entry
- Tracking capability for reporting and follow-up
- Assessment, Selection and Matching Tools
- Tools for Career Development, Goal Setting, Planning, Coaching and Feedback
- Produces individual and aggregate reports for follow up and evaluation

Support

- On-going product maintenance and upgrades
- Customization to meet your needs
- Functionality maybe added or changed
- Hosted by trained staff, operated by an Oracle database

Administrative Functions

Different programs may run at the same time. The assigned administrator inputs participant information, select competencies for assessments, send passwords, monitor progress, change report formats, and generate reports etc.

HRTalentPro eliminates distribution, collection, and compilation of paper or email forms and dramatically increases efficiency of your talent management programs. Automatic workflow



and messaging ensures a smooth approval and acceptance process for employees, managers and HR alike.