



Talent Management  
Your Scheme & Branding  
Hosted Web Solution

## The resourcingNET proposition

1. ResourcingNET will work with you to put your desired talent management processes on-line for your employees using the TalentLAB toolkit.
2. TalentLAB is a Hosted Solution charged on a rental basis with no capital purchase requirements.
3. Your delivered solution will support your current or desired processes. TalentLAB is highly configurable and will use your own terminology and branding.
4. TalentLAB exploits the latest Microsoft web technology to provide your tailored solution quickly and economically.

## TalentLAB features

- Hosted web solution for employee engagement, performance management, talent management and succession planning.
- Supports on-line questionnaires, reviews and appraisals to streamline HR administration and data analysis.
- Analysis and reporting tools to support organisation planning and decision making with boardroom-ready output.
- Exchanges data with your existing HR systems.

“ TalentLAB has proved invaluable in allowing us to characterise our key succession roles and to complete our Organisational Talent Review ”

Alistair McIntosh – Organisation Development Manager – British Library

## Develop a high performance culture

To attract and retain talented employees a high performance culture is essential. This will recognize skills, competencies, effective behaviour and reward achievement. TalentLAB will allow you to incorporate your frameworks and then review individuals and teams against the requirements for success you establish for your organisation's strategic challenges.

## Establish a talent pipeline

To reduce the risk of your organisation being compromised by the loss of key individuals, you need to establish a talent pipeline for your key succession roles and to develop individuals.

TalentLAB can hold talent pools of possible successors and track their development activities. TalentLAB will produce high quality 'dashboard' reports on individuals and populations which will support decision making for succession planning and career development.

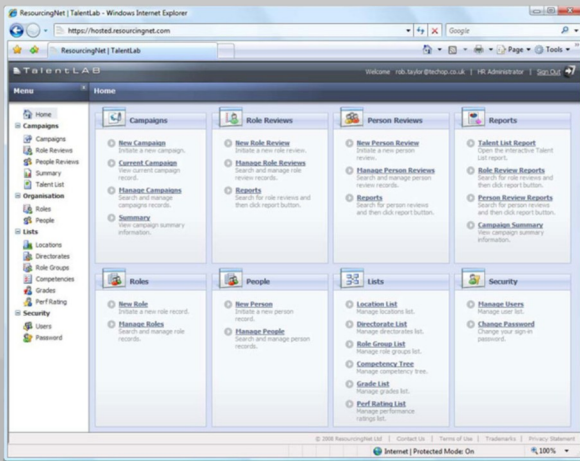
## Engage your employees

Our research has shown that regular engagement surveys and career development reviews leading to management action is an effective way of keeping employees motivated and engaged with the organisation. However to be effective, the processes must be very well presented, ensure fairness and be easy to understand.

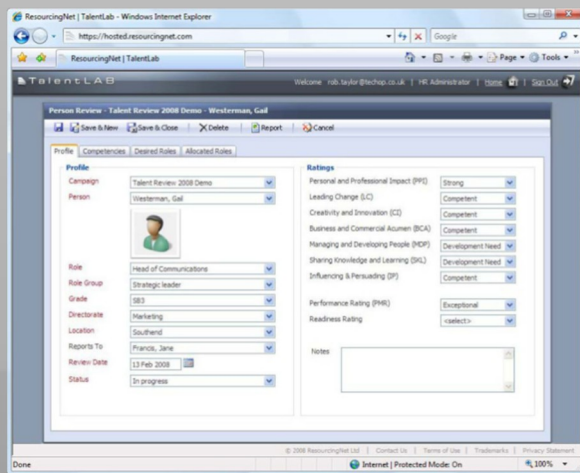
The presentation of material in TalentLAB is highly professional and the user interface is intuitive and easy to use.

TalentLAB is the perfect 'face' to your employees for your career development and talent management processes.

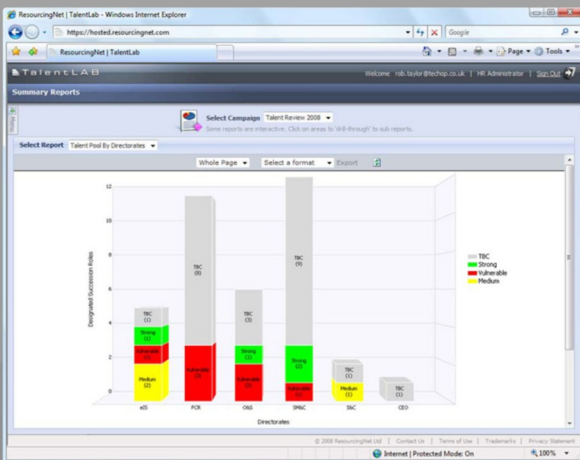
TalentLAB implements the latest web technologies



Easily search and edit reviews using your scheme



View and export comprehensive management information



## TalentLAB user views

The TalentLAB system supports differential permissions for different user types. A typical configuration will support the following views –

**Standard User** – can view their own current review and review history but they do not have access to any other records or to the analysis and reporting tools.

**Manager User** – can view their own reviews as a standard user. Additionally they can view the review records for people that report to them and on through their extended subordinate teams.

**Divisional HR User** – can view appraisal and review records for all the employees in their division. Can also view campaign progress for their division and can run reports and use the analysis tools over the people in their division.

**Group Level HR User** – can view appraisal and review records for all employees in the organization. Can view campaign progress for the entire organisation and can use the reporting and analysis tools over the whole organisation or any specified group of employees.

**Administrator** – can add / delete HR users and can change definitions such as division names, job titles, grades etc.

## Analysis and reporting tools

TalentLAB supports a sophisticated but easy to use people finder which allows a specific population to be identified e.g. “all high potentials with accountancy experience and change management experience who are prepared to move anywhere in the country.” A number of standard reports can then be run on the defined population or the population details can be exported to Excel for further analysis.

Standard reports developed for TalentLAB include –

- Succession plan for key roles
- Individual graphical dashboard report
- Population graphical dashboard report
- Talent pipeline report

Drill-down is also supported on some reports allowing the user to drill into the details of a high level report.

“ ResourcingNET really understood our needs, successfully translated these into a great talent management tool and were attentive and responsive throughout ”

Alistair McIntosh – Organization Development Manager – British Library