Technology’s Role in Optimizing Result of Assessment Center for Integrated Human Capital

Bandung, 2015
Key Trends and Requirements
You Can’t Manage Today’s Talent With Yesterday’s Approach

- It’s all about the process. We don’t have flexibility to start where we need to.
- It’s impossible to prove the value of strategic talent management.
- Succession planning is really only for executive level positions.
- We really don’t need to think about global workforce and business issues.
- Skills and competencies are really the same things…and not that important.
- Talent Management is really only about Performance Management.
- The best solutions are in the cloud, and are not integrated with my on-premise systems.
And True Talent Remains Scarce

- 60% of companies experiencing leadership shortage¹
- 72% of employers having difficulty finding / keeping high-potential employees²

¹ Corporate Executive Board, 2012
² Towers Watson
Can Talent Programs Really Drive Business Results? Yes, But…

- What if you could bring new employees up to speed 20% faster?
- Can you tell the specific impact turnover has on revenue?
- How are individual employee goals tied to the company strategy?
- What if you could fill your open positions faster, with higher quality candidates and at a lower cost?
- What percentage of critical job roles are at high departure risk, and why?
- Who are the top successors based on skills & competencies for each critical position?
- How are learning programs improving productivity, increasing revenue or reducing attrition?
Talent Maturity Curve

Automation Is Necessary but Insufficient for Achieving Transformation

- Individual talent process
- Unified talent processes
- Transactional (from Manual)

Deliver insight to managers and executives
State of the Art HCM
A complete platform to support HR strategies

Consolidated analytics to plan, measure, and impact business outcomes

Pre-delivered HCM content, leveraged by all Talent and Core HR processes

End-to-end talent management processes to attract, align, and develop each employee

Global HR processes to drive efficiency, compliance, and consolidated workforce data

Comprehensive technology platform to integrate, connect, and securely extend HR processes
Complete
One platform to support each phase of the employee lifecycle

The Power of 1

One set of employee master data to eliminate redundant users and data

One organizational structure to drive workflow, security, and HR processes

One competency catalog leveraged by all Talent Management processes

One set of consolidated, analytics to plan, measure, and impact business outcomes

Anytime, Anywhere Access

Plan | Recruit | Onboard | Learn | Develop | Perform | Reward

Competencies, Skills, Positions

Administer, Manage, Pay

Metrics and Insight
Beautiful
Designed for how people work

Engage and Empower Everyone – Anytime, Anywhere, wrapped in Social
The HR technology EVOLUTION: Software as a Service (SaaS)

- Reduced infrastructure & personnel costs
- Subscription-based pricing keeps costs consistent
- 36% faster implementation vs. on-premise
- Scale & upgrade without downtime or significant investment
- Faster pace of innovation
Modular, Deployed at Your Pace
Start anywhere, go everywhere

Adoption Options

- **Start**: Solve an immediate pain point (e.g. Learning)
- **Group**: Leverage more than one to solve a bigger pain (e.g. Core HR + Onboarding)
- **Replace**: Move all HCM to the cloud
- **Leverage** on-premise HCM investments
Talent Solutions
Attract, develop, and retain a 21st century workforce
Succession Overview: Process

1. Inventory Talent
   - Self service (mgr & employee)
   - HRIS feeds
   - SuccessFactors data

2. Succession Data Evaluation
   - Manager /HR/TM Evaluations
     - Flight Risk, Risk of Loss, Impact of Loss
     - Potential

3. Slate Candidates
   - Slating for key roles/position through organization org chart

4. Calibration and Review Meetings
   - Matrix Grid Report (9-box)
   - Succession Organization Chart
   - Employee Score Card

5. Develop Talent
   - Individual Development Plan Discussion & Implementation
The Succession Planning Approach

Real-Time Succession Analysis

Employee Profile
Success Profiles

Self Service Profile Update
Performance Reviews
Company Defined Competency Requirements
Vendor Defined Competency Requirements

Formal Succession Planning

The Succession Planning Approach

Success Profiles

Employee Profile

Self Service Profile Update
Performance Reviews
Company Defined Competency Requirements
Vendor Defined Competency Requirements

Formal Succession Planning
Succession Planning
For critical roles throughout the organization

- Spot talent gaps and high risk areas that need attention
- Find the right successors with talent search and nominations
- Access comprehensive talent profiles
- Use talent pools to group and develop talent deep into the organization
- Part of integrated talent management…
Employee Career Development
A Critical Part of the Succession Management Strategy

- Create development plans for all employees
- Give employees control over their careers
- Target learning activities to performance gaps or succession needs
- Organically grow required skills and competencies
- Employee career pathing increases engagement
Calibrate Employee Performance and Potential
Objectively Identify Your Future Leaders

- Identify calibration criteria and expectations
- Objective assessment of employee potential
- Define development plans based on individual needs assessment

“It’s really important for us to notice our rising stars and help develop talent internally.”

Karen Gusterson, Head of Managed Services, Everything Everywhere
- Actionable, insightful analytics
- Enables strategic decision making through key talent analytics
- Enables organizations to understand gaps in succession plans
- Provide quick insights into succession risks
Strategic Succession Management
Engage All Levels Of Your Organization

HR LEADERS
- Provides tools & resources
- Facilitate the process
- Integrate with talent management
- Rate potential, risk of loss and impact of loss
- Build talent pools
- Identify key positions
- Analyze bench strength

EXECUTIVES
- Infrastructure – process, technology, people
- Create culture of mobility
- Communicate expectations
- Create a transparent marketplace

MANAGERS
- Define job profiles
- Provide coaching
- Assess potential
- Identify development opportunities
- Provide candid feedback
- Share talent openly
- Build talent pools
- Rate potential, risk of loss and impact of loss

EMPLOYEES
- Identify career goals
- Maintain profiles
- Demonstrate values
- Socialize interests
- Create internal network
- Share expertise
- Select future roles
- Chart a career path
- Create a development plan

Thank You