

Welcome DFW HR Roundtable

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demonstration of how a “truly” unified talent
management solution works.

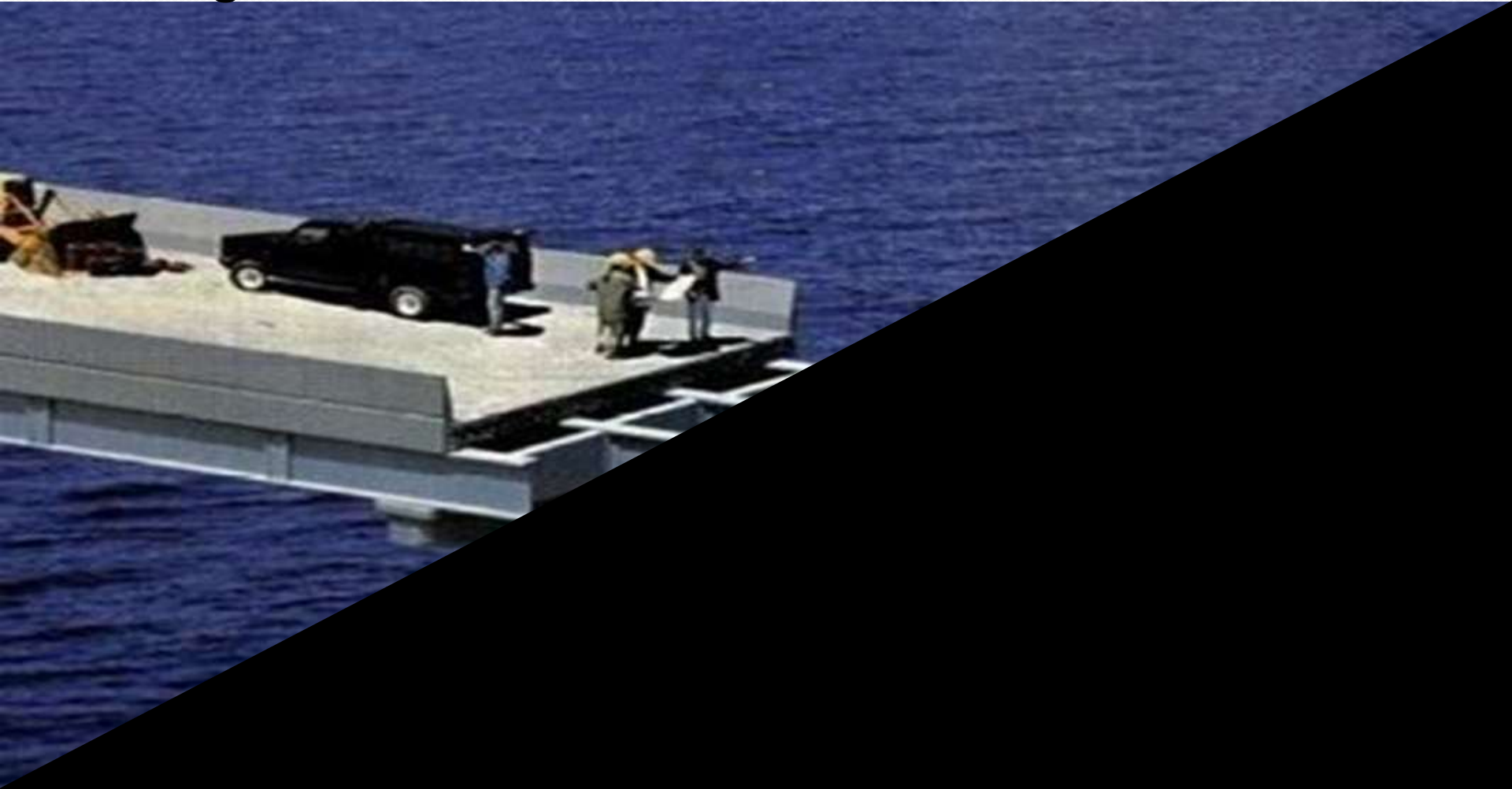
Unified vs. Integrated dBs



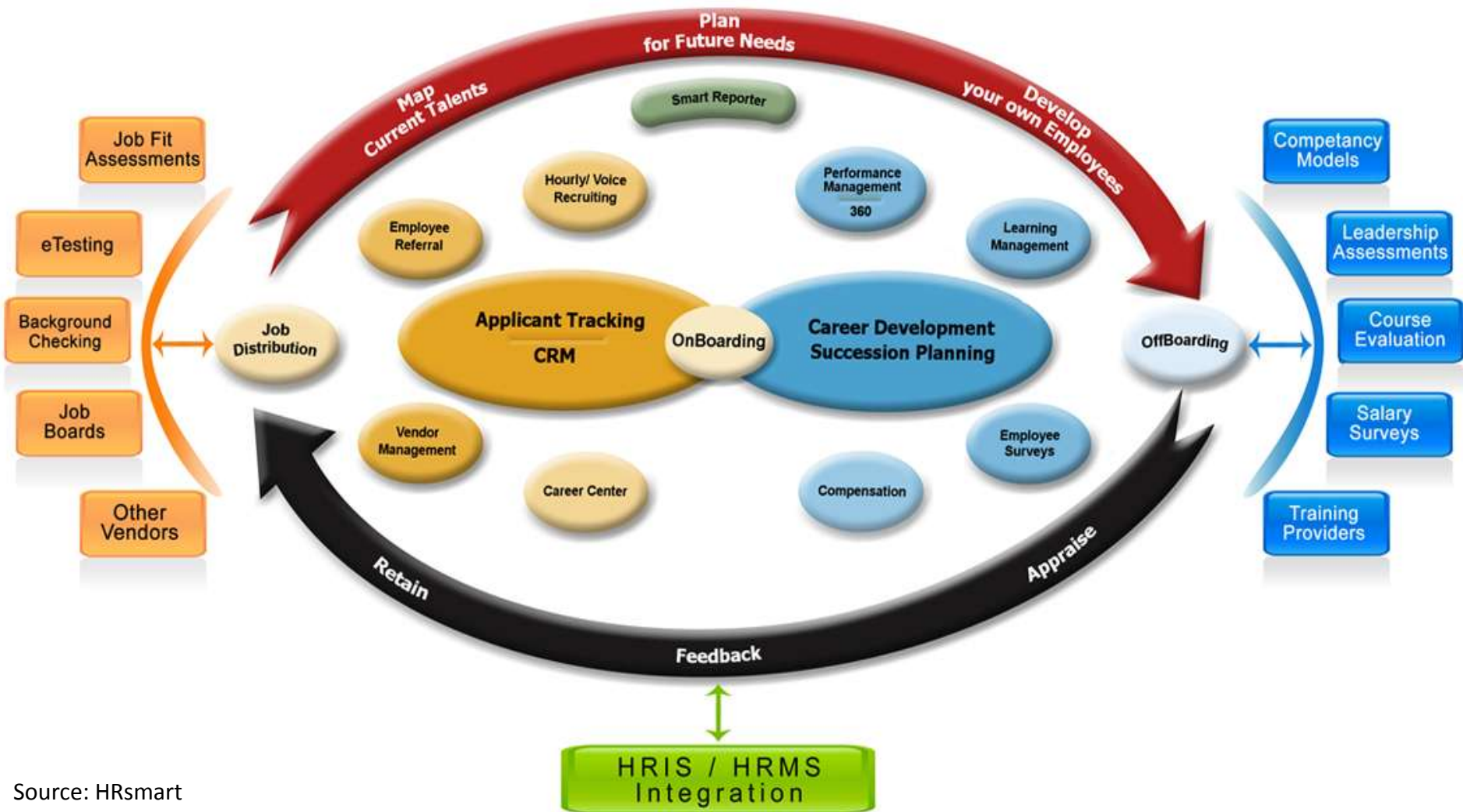
Point Solution = Dead End



Begin With The End In Mind



TALENT MANAGEMENT SOLUTION



Tour of an Actual Unified Solution

- Interface
- System Works for Manager – Not other way around
- System Works for Employee – Great User Adoption
- Shared Infrastructure
- Employee Total Talent Profile TM
- Powerful Metrics – True Decision Support

Single Intuitive Interface

- Quick access to any talent solution
- Same look and feel across
- Single Sign-on
- Move quickly between solutions

Experience logging in, quick tour from one area to another, jump from performance to training, to recruiting...

System Works for the Manager

Not the other way around...

- Do what one needs, when they need to
- Workflow reflects daily activities
- Configuration allows each person to customize solution to their exact needs

Experience a workflow, start by creating a rec. move to signing an associate for training, then do a third person's performance appraisal. Do career dev, then sign for training,...

Show some of the notifications and favorites, go to user preferences and show how a user can customize their solution...

System Works for the Employee

Great user adoption...

- Do what one needs, when they need to
- One location for all activities
- Configuration allows each person to customize solution to their exact needs
- One change updates all...

Experience a user interaction, searching for training, searching for a transfer job, updating profile, doing performance appraisal

Shared Infra-structure

One Infrastructure to support all modules, One change calibrates all modules

- Org Structure
- Regions
- Locations
- Job Families
- Job Profiles
- Competencies
- Skills
- Calendar
- Notifications
- User Permissions
- User Preferences (Time Zone, Currency, Day/Date Format, Email Format)
- Termination/Separation affects all modules simultaneously

Experience the administrator area. See the above libraries and how they can be setup, configure drop downs, etc...

Employee Total Talent Profile™

- All your employee talent management data in one location, with immediate access to all their talent related activities and processes
- Move from Performance, to training, to career development, to compensation management in 2 clicks or less.

Experience the total talent profile, its strengths, and flexibility

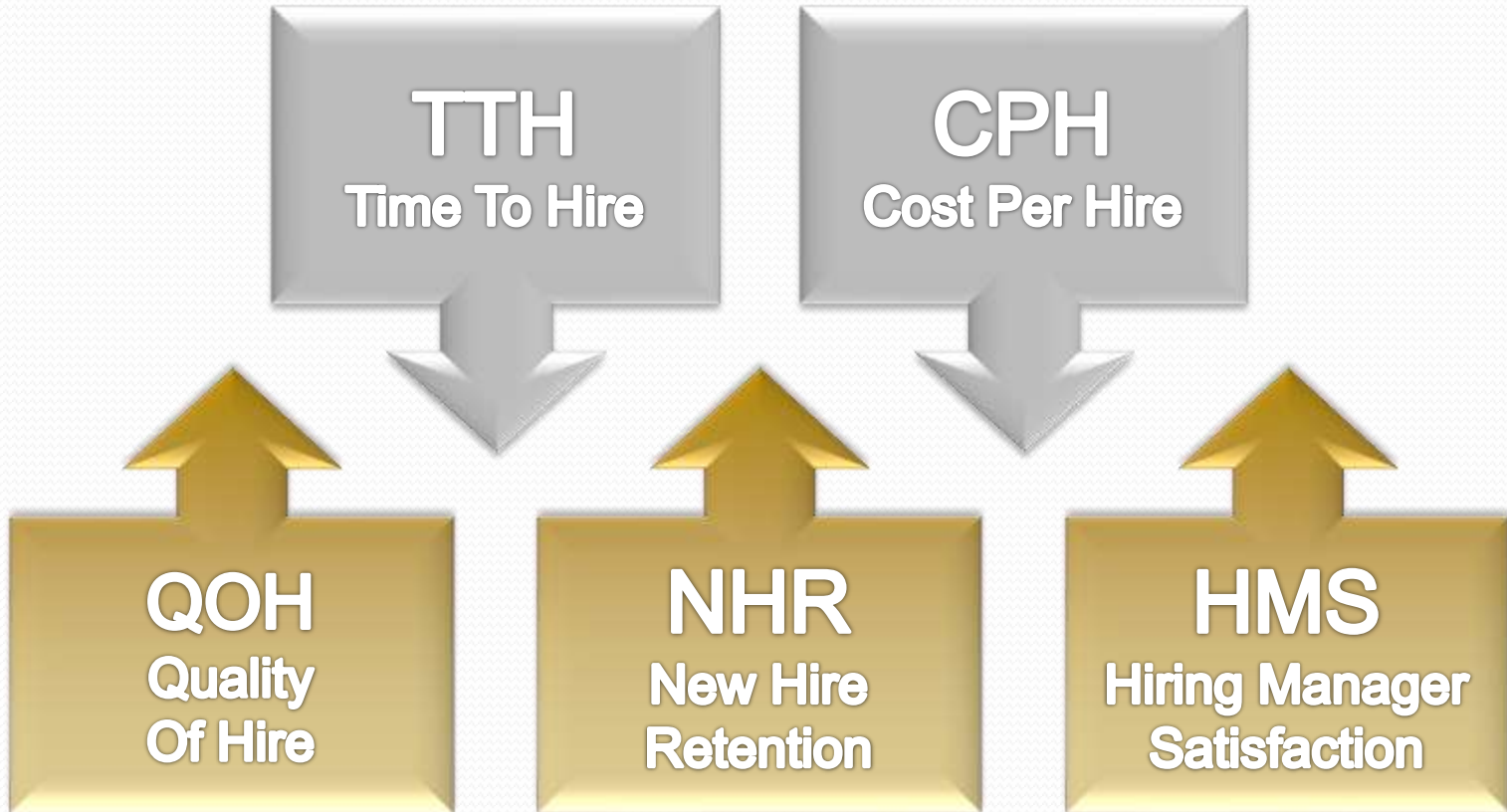
Powerful Metrics – True Decision Support

- No missing data in another vendor's solution
- No mismatching data, or “slightly” different
- One set of data, in one location,

- Immediate and interactive access to the data
- Drill down capability to any talent data
- Interactive, configurable dashboard

Experience the dashboard. Configure by adding or deleting reports. Try drill down to different areas. See the multi-module reports...

Staffing Metrics (Need >1 Module)

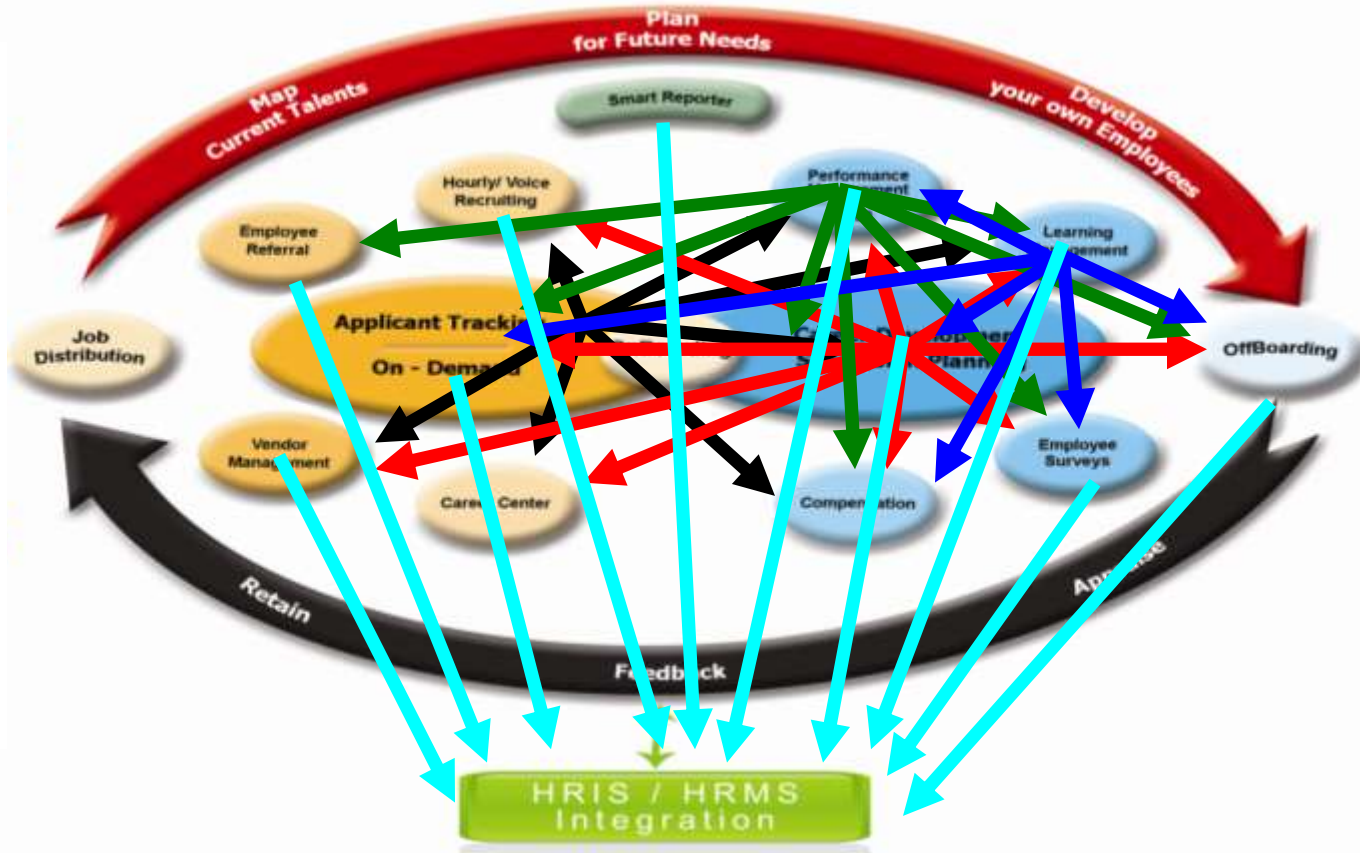


Single Integration with outside systems

- ONE HRIS Integration
- One Assessment vendor Integration
- Common SOA-API

Speak about this as it is difficult to demonstrate

Eliminate the Integration Mess



One Provider

- One SLA
- One Maintenance
- One Upgrade/Update
- One Support Relationship
- One API (Application Programming Interface)

Figure 3 Learning And Talent Management Vendor Landscape



Discussion



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Thank you!