

## **TalentMax™** **- On-line Performance Management Application**

### **TALENTMAX™ OVERVIEW**

TalentMax™ is a web-based application for performance and talent management. It helps managers and employees track and understand their performance in terms of business results and competencies.

TalentMax™ brings objectivity to the performance management process and identifies specific improvement needs, providing an excellent tool for managing talent while ensuring that employee effort is aligned with both business strategy and customer needs.

It can be rapidly customised to meet specific requirements and integrates seamlessly with existing IT systems.

### **BENEFITS**

- *Clearly communicate strategy throughout the organisation by cascading objectives down through the organisation to each individual. Support alignment of objectives and provide full visibility of objective setting within each business unit*
- *Proactively manage talent by fully integrating key strategic talent management processes, including performance and career management, 360° feedback, succession planning and employee survey*
- *Shift the performance management approach from “a year-end appraisal event” to a high-performance culture with increased assessment objectivity and visibility of key performance metrics*
- *Empower employees to drive their own development by identifying training opportunities that support progression*
- *Bring objectivity to the performance management process enabling greater differentiation between high and low performers and a clearer link between pay and performance*
- *Streamline the performance management process by automatically linking competencies (corporate values) to role profile*
- *Use workflow management (with automated emails) to administer the process freeing up management time to focus on managing performance*

### **KEY FEATURES**

#### **Performance Management**

Align employee effort with business objectives by focusing employees on developing competencies and delivering business results. Assign promotability ratings to each employee and identify possible promotion roles.

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***Career Management***

Facilitate career planning by highlighting available opportunities, calculating competency gaps between roles and providing all relevant job profile information for each position in the organisation.

***Succession Planning***

Provide organisation level capability to identify, rate and screen succession candidates based on results, competencies, education/qualifications, experience and personal profiles.

***Strategic Reporting***

Provide real-time information to improve the quality of management decision-making (e.g. reports that demonstrate ROI on training, employee satisfaction, organisational bench strength and competency gaps).

**WHERE TO LEARN MORE**

To discuss your specific needs, call Hudson's Talent Management team on +44 (0)20 7187 6382 or visit our website at [www.hudson.com](http://www.hudson.com)

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