

## Executive Summary

**Business Driven • Fully Integrated, SaaS Based Talent Leadership Software**

*Increase employee engagement, increase production, reduce turnover, make better talent management decisions... Make the most of all the talent everyone brings to the table and provide the inspiration and tools for talent growth and talent engagement to achieve mission and increase margins.*

**Talegence = Talent Intelligence**

### ● Capabilities, Requirements & JPA's



Talent Architecture is the **foundation** of TM; woven throughout. It begins with competency models and adds depth and scope of parameters that clarify talents, which differentiates the capabilities of people (People Profiles) and the requirements of jobs (Job Profiles). Talent strengths of people, capabilities, are the **core**. *Know the talent you have, where it is and where it's needed.*

JPA's (Job Performance Aids): All the tools that combined with Talents & Mindset produce reliable results.

### ● Plan, Fulfill & Develop

Based on data analytics including Succession Trending, determine a forecast of *jobs and certifications* vacancies. Make the data transparent to employees for the purpose of career management; *talent growth*. Through multiple analytics forecast internal selections and external sourcing requirements. Source and select using tools that are aligned with the Talent Architecture requirements integrated into jobs and certifications. Talent Development: On-Boarding and Continual • **Create a Learning Culture!**

### ● Measure Performance & Improve

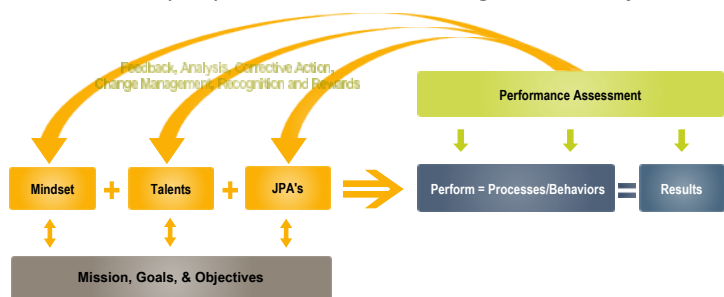
Continually measure performance, provide feedback, analyze, recognize and reward people, and improve people and JPA's. Measure Performance: for Alignment & Recognition, for Talent Development, to Identify Capabilities, to Identify Expertise, for Correction/Problem Solving, and for Performance Maintenance & Improvement.



### ● Align & Engage

Align People & Systems: use transparent cascading of Mission, Values, Strategies, and Goals & Objectives, from the top to the bottom, to align: 1) jobs and certifications, the people in them, and their goals and objectives; and 2) TM strategies and parameters of TM software. Leadership aligns people *relationally*. Leadership engages talent strengths of all people continually.

**Engage the Power of talegence!**



**Three Primary TM Business Models:**

† **Leadership** Impacts Mindset: **Align & Engage**, Engage, Engage Focus

† **on Talent Strengths** (Strengths Driven) and **Learning Culture**

† **JPA's: Crucial Factors** impacting business processes/behaviors, creating reliable results

## Creates Wealth – *Benefits/ROI*

- ❖ *Bersin & Associates research found, “As opposed to companies with compliance driven HR, companies with mature, business integrated HR spend almost \$700 per employee per year more and invest almost three times more on strategic HR services. In return for their investment, these companies earn more than twice the revenue per employee compared to businesses with compliance driven HR.”*  
***talegence is only 17% or less of just the \$700 and is business driven, integrating business mission, strategies, and goals and objectives, to double the revenue per employee!***
- ❖ From the Bureau of Labor Statistics, the mean annual wages for 127 million workers in the US is \$44,410. From EBRI 2010 research, benefits average 29 percent of compensation (wages), which calculates at a mean of \$12,880. Therefore, total mean compensation and benefit expenses per employee equal \$57,288. *Annual cost of talegence per employee is \$120 (will be less dependent on number of employees – tiered calculation), which is two tenths of a percent of wages and benefits.*  
***Align & Engage employees with talegence for only .2% of what you’re spending on Compensation & Benefits to increase employee motivation and commitment which increases production 24% and reduces turnover by over 15%!***
- ❖ From SHRM and ASTD the average annual training and development expenditures per worker (wages, instructor, materials, facilities, training equipment...) is \$1,400. Annual cost of talegence per employee is \$120 (will be less dependent on number of employees – tiered calculation), which is 8.6 percent of cost of training.  
***For less than 9 % of what you spend on training, talegence:***
  - ✓ *Facilitates verification that people actually obtained the talent for which they were engaged in training*
  - ✓ *Ensures and measure the actual application of the talent obtained*
  - ✓ *Provides for the continual development of talent*
  - ✓ *Facilitates sharing it with others*
  - ✓ *Allows organizations to identify all who have the talent at the click of a key!*
- ❖ High Impact Learning Practices: Organizations recognize that the top three learning approaches which drive business impact are informal learning practices.  
***talegence facilitates and enhances all three: OJT Experience; OJT Mentoring, Projects and Rotation; and Coaching by “experts”!***
- ❖ “Bad fit” selections result in 40% failures within the first 12 months.  
***talegence selection processes align talent requirements of jobs and non-job specific roles, such as project teams, with selection tools!***

### **Additional Statistics:**

Integrated Talent Management Strategies Yield the Following Results:

- **25% of organizations are less likely to experience problems attracting top performing workforce**
- **20% are less likely to experience problems attracting critical-skills workforce**
- **18% are less likely to experience problems retaining top performing workforce**
- **33% are less likely to experience problems retaining top critical-skills workforce**
- **18% are more likely to be high performing organizations**