

# The talegence Transformer

*Let talegence Transform Your TM Strategies, Practices & Analytics*

## Thirteen **Fully Integrated** Sub-Modules Four Modules

The individual sub-modules of **talegence** provide different Talent Management solutions. They accomplish this through communications; data entry, processing and organization; and data generation which is also organized and provides reports or answers inquiries.

Furthermore, data from each sub-module is integrated with other sub-modules, which enables them to provide additional Talent Management solutions (Figure 1). Finally, various combinations of sub-modules with their processes and integrated data perform different Talent Management functions, practices and analytics.



### Sub-Modules

-  Talent Architecture
-  Jobs & Certifications
-  People
-  JPA's (Job Performance Aids)
-  Succession Trending
-  Career Management
-  Recruiting
-  Talent Selection
-  Learning & Development
-  Performance Assessment
-  Corrective Action
-  Change Initiatives
-  Align & Engage

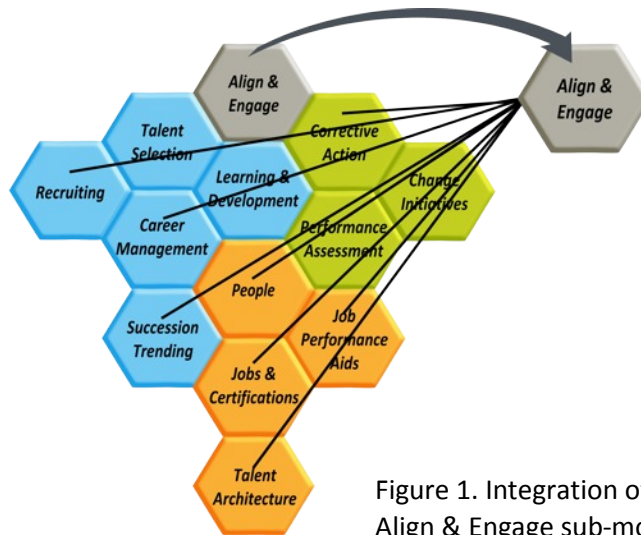


Figure 1. Integration of Align & Engage sub-module

The initial design of **talegence** (see [Background of talegence](#)) included four modules to organize the various operations of Talent Management. Sub-modules were then created to manage the multiple Talent Management solutions within each of those modules.

**Modules** (click on each one to learn more):

**† Capabilities, Requirements & JPA's**

Establish the Talent Architecture to clearly distinguish each talent (throughout the system, throughout the organization); identify the people capabilities (People Profiles) and the job requirements (Job Profiles); and manage JPA's including assigned SME's.

**† Plan, Fulfill & Develop**

Forecast changes in talent needs, jobs and certifications; align people with the forecasts for talent needs to align their talent growth (Career Management and Learning & Development); acquire talent (sourcing and selection - internal and external); and develop the talents in people where they have gaps in critical talent.

**† Measure Performance & Improve**

Identify measurement categories, measurements and expectations; measure actual processes and behaviors and outcomes/results; provide ongoing feedback and engage in analysis; and if expectations not met, fix the JPA's or improve the talents or behaviors.

**† Align & Engage**

Align business strategies, mission, values, goals and objectives to talent strategies to talent practices to the Talent Management system (**talegence** processes and data) and to the people (align business to divisions to departments to Individual and their job and certification roles); and engage the talent expertise at ALL levels throughout.

Below are two illustrations of the multiple sub-modules that are integrated to perform Talent Management Functions. Please click [Integration of talegence Sub-Modules to Perform Talent Management Functions & Practices](#) for a slide show of the various integrations to perform Talent Management Functions and Practices.



**On-Boarding**

**Performance Management**

