Talent Management in the Cloud

Cloud-Based Talent Management in the Time of Talent Revolution

In the new world of HR, softer qualities such as praise, feedback, transparency, interesting work and individual development will have a profound impact on whether organizational talent of all ages thrive – but in order to unleash the potential and keep talent motivated companies must prioritize the employee journey, from an initial candidate screen to career performance to succession.
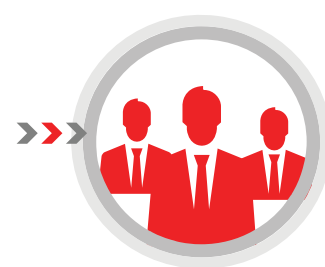
HIGHLY ACCOMPLISHED COMPANIES WILL PUT THEIR PEOPLE FIRST

Cultivate a strong hiring brand and workplace culture

Engage talent with meaningful work and transparency

Empower talent for future leadership

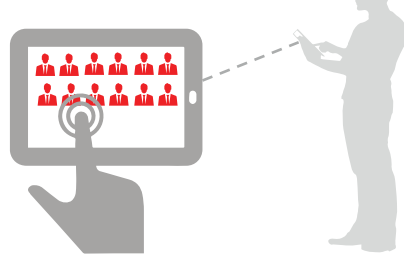Top performing companies have **10%** more talent management technologies in place than others.[1]

START TO FINISH ROADMAP

With a cloud-based integrated talent management system, organizations can
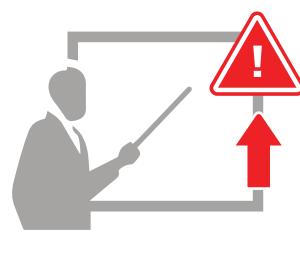
Start with focusing on employee gratification

Offer a flexible and easy-to-use system for all employees globally

Enrich onboarding and career mapping with a modern, high-caliber user experience

Deliver a dynamic and interactive performance review process

Challenge growth with training and development programs

Garmin International increases employee participation by **3x in training courses** and saved approximately **$50K on recruiting** annually with Oracle Talent Management Cloud.

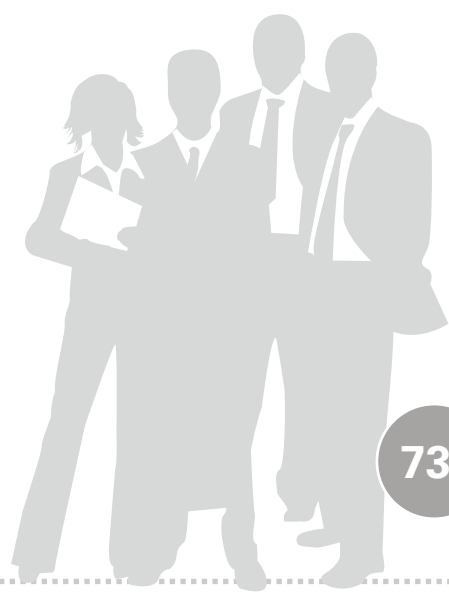**Move to high performance and attrition**

Integrate acquisition and performance data into centralized employee profiles

Leverage talent reviews to drive succession and fill global shortages

Boost talent brand with happy and productive employees

Recognize and reward talent

Acquire new talent from referrals

73% of recruiters say that employee referrals yield the highest quality candidates[2]

Grow new leaders from within

Identify rockstar talent through reviews and collaboration

Cultivate underdeveloped talent to reach higher potential

Use predictive analytics to determine loss and manage for change

Test and evaluate the effectiveness of existing processes

Companies with effective talent and performance management practices were:[3]

67% more successful in entering new markets

61% more successful in generating growth through innovations

51% more successful in introducing new products

Oracle when stacked up against 12 other talent management suites was rated a leader![4]

Oracle delivers the most complete cloud-based Talent Management Suite

To find out more about Oracle HCM

CLICK HERE

[1] Sierra-Cedar
[2] Recruiting Trends 2014
[3] PwC Study 2015
[4] IDC Marketscape Talent Management Vendor Assessment 2015

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