

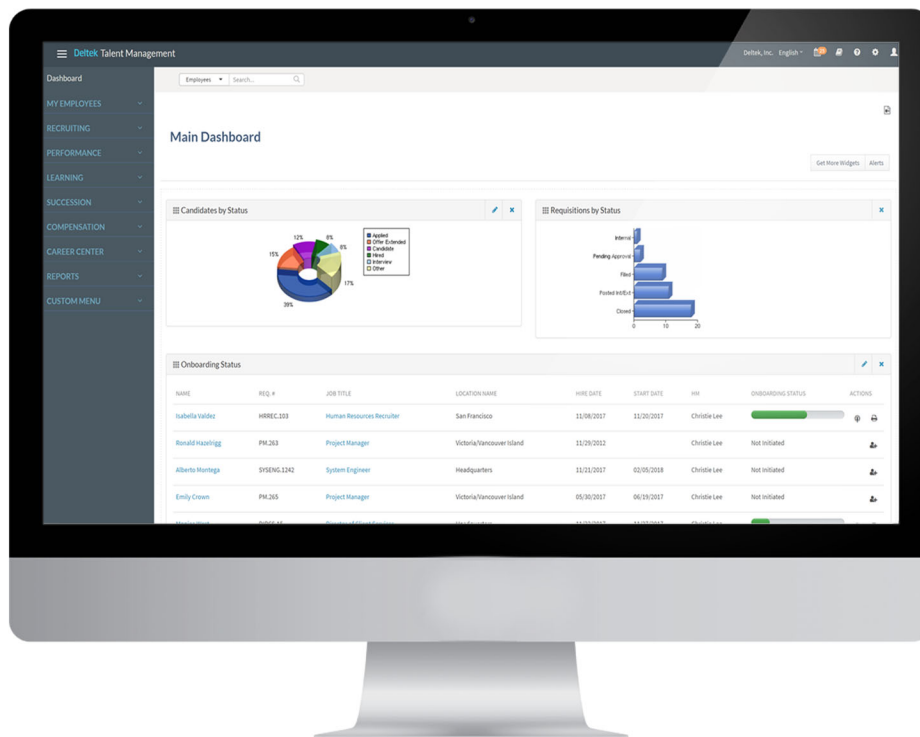
# Brilliant<sup>★</sup>HR For Manufacturing Companies

SOLUTIONS THAT SHINE

## Talent Management Solutions ... Made Easy, Quick and Affordable!

As Manufacturing is once again growing and profitable, the industry is not drawing the talent it needs. Getting the right people for the available jobs can be tough, and there is increasing competition for talent. A central task for talent management in manufacturing is to help fill the jobs needed to support today's needs and future goals. Innovation is an increasingly important engine of growth—for new product development, improved processes, and new business models and supply chains.

Innovation requires investments in technology and people, especially in the information technology and research and development arenas. While manufacturers are starting to gear up for these tasks, they still have a long way to go. And they need the talent to get there—a fact widely recognized by manufacturing CEOs themselves. Luckily, with Brilliant HR Talent Management Suite, you can stay one step ahead of the competition.



Organizations of all sizes can quickly deploy a Career Center & Applicant Tracking Solution, then easily add other modules as needed including Performance Management, Career Development, Learning Management, and Compensation Management. Highly configurable with virtually unlimited scalability. **Schedule a Demo Today!**

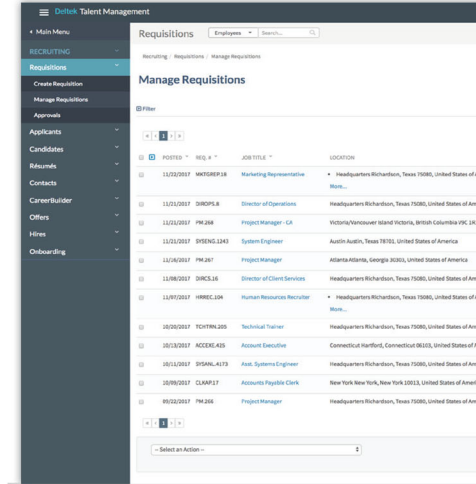
# Brilliant HR Talent Management Solutions

Aquire, develop, and retain the people who propel your business forward.

## Acquisition:

Recruit strategically so you always have the right talent for the job. When you pair an efficient acquisition process with highly effective onboarding, you will have new hires contributing to organization profitability sooner than ever.

- » Track important key performance indicators and use that data to create your acquisition strategy
- » Configure unlimited dynamic workflows with approval chains to automate some of those time consuming processes
- » Personalized dashboard widgets maximize visibility into the applicant pipeline



## Development:

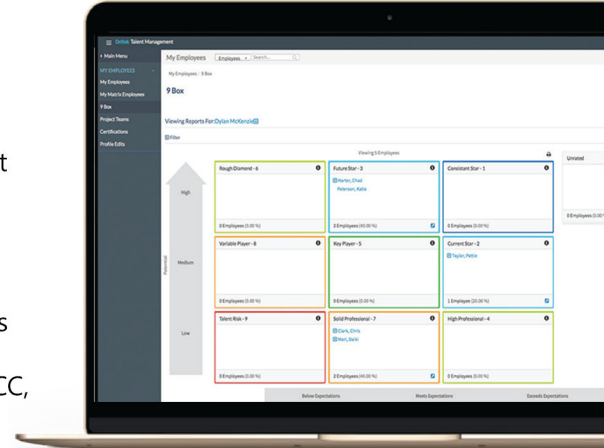
Identify skillset gaps in your succession plan and mindfully prepare your workforce for advancement. Easily identify successors based on required skills, competencies, job experience, and potential. Employees will stay engaged as you invest in their growth and you will ensure you have the top talent in the market place.

- » Create multiple career paths for your employees and aligning development with succession plans
- » Examine powerful employee attrition data to proactively identify trends
- » Develop top performers and prepare them for future roles with Gap Analysis tools

## Learning:

Automate certification tracking and focus on creating an educational environment for your workforce. Utilize ongoing learning opportunities for groups or individuals that align with succession and development plans and get new hires acclimated more quickly.

- » Aligning learning and development spending with your business strategy to maximize ROI
- » Monitoring tuition assistance, approvals, caps, and disbursements
- » Integrating third-party SCORM, AICC, and TinCan compliant courseware



## Performance:

Brilliant HR Performance creates opportunities for multi-directional feedback through 360 reviews, employee recognition, and shorter performance feedback cycles that can be triggered by projects and assignments.

- » Introducing enterprise-wide technology for high-quality reviews to improve consistency
- » Improving employee and manager engagement, productivity and motivation
- » Reducing performance management cycle time to match the way you work