

# Brilliant HR Talent Management Solutions

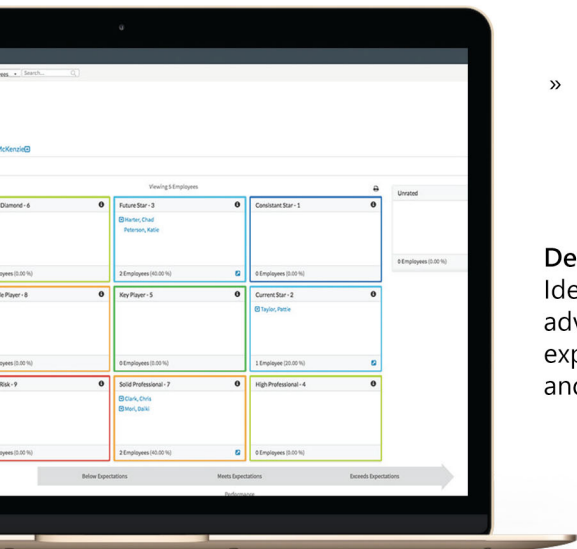
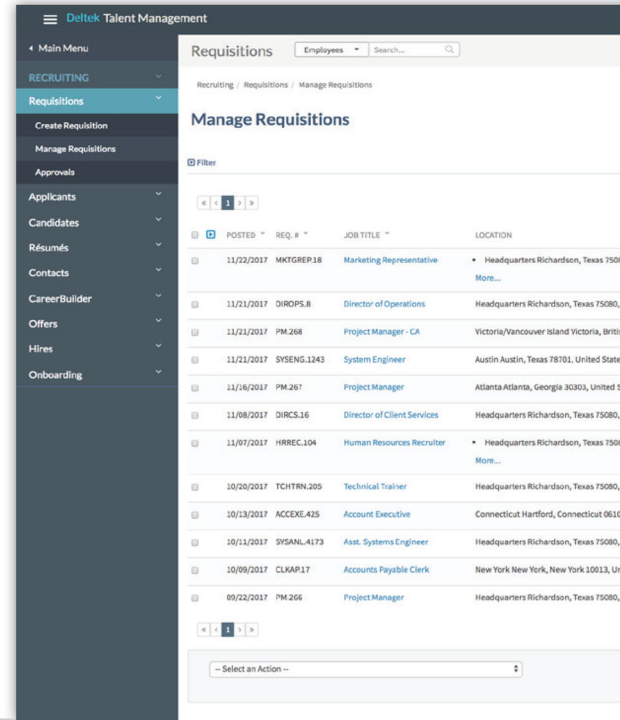
Aquire, develop, and retain the people who propel your business forward.

## Key Features:

### 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

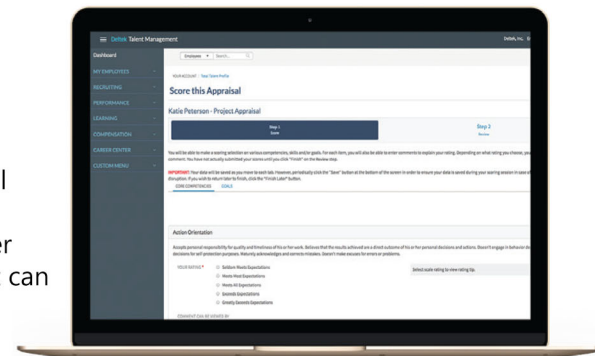
### Learning:

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