



# Talent Performance

## Preparing your workforce for success with performance management

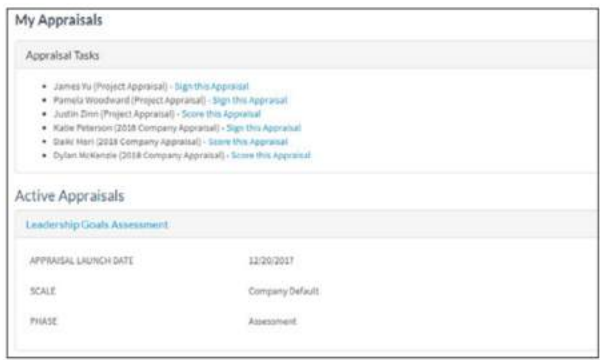
### Brilliant HR Talent Performance Benefits:

- » Reward and recognize your talent
- » Reduce performance management cycle times
- » Increase end user adoption
- » Improve engagement, productivity and motivation

The most effective performance management strategies match the way your teams work and foster positive relationships between employees and managers. Forcing your performance management strategy to fit into the cookie-cutter annual process offered in many solutions does not make sense for modern businesses. Brilliant HR Talent 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. Make feedback a valuable part of your company culture by embedding these opportunities in regular work. Foster a trusting environment for both employees and managers to enable successful performance conversations, because performance is much more than an annual review score.

### Key Features:

- » Create 360 Appraisals for both internal and external participants
- » Assess quality of hires and overall performance scores within the 9-Box rating system
- » Automatically calculate Risk of Loss within appraisals library
- » Easily access training course catalogs, resources, potential mentors, and more
- » Improve accountability for individual and corporate success
- » Move your focus from “results only” to results and behavior
- » Introduce enterprise-wide technology for consistency in the organization through high quality reviews
- » Provide forum for balanced and accurate twoway feedback on performance



The Performance solution allows managers to view and manage their employees' current performance appraisals as well as launch a new appraisal or a 360 review.

# Brilliant HR Talent Management Solutions

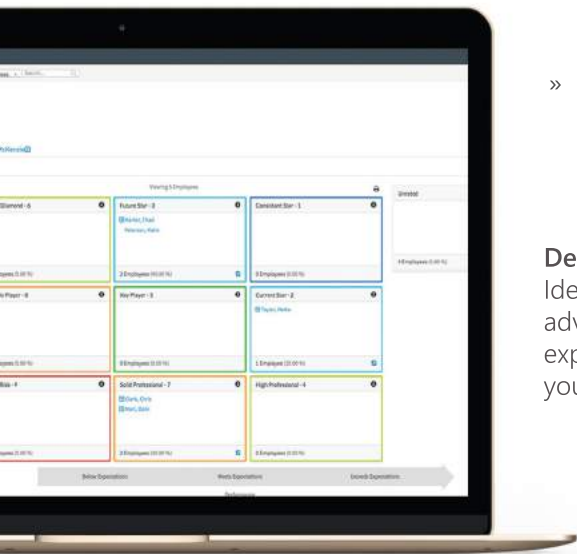
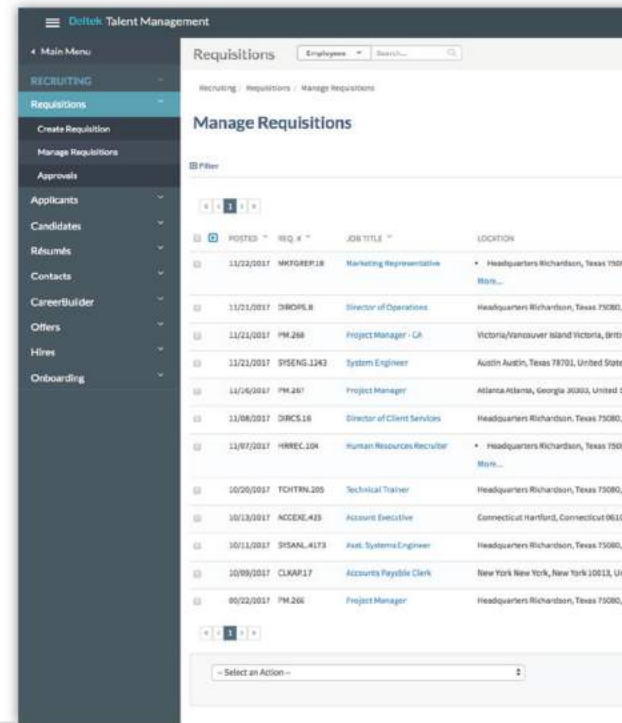
Acquire, develop, and retain the people who propel your business forward.

## 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

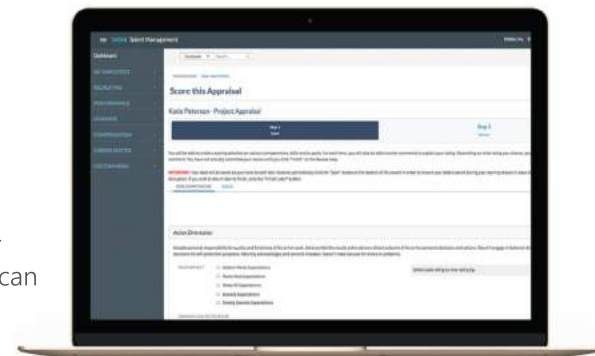
### Learning:

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