



A STRATEGIC VIEW INTO YOUR TALENT

Developing and sourcing talent in today's competitive global marketplace remains a constant challenge. Having a talented workforce and succession strategy in place is essential for delivering improved business results and capitalizing on growth opportunities. In order to prepare for an aging population, the burgeoning requirement for a skilled workforce and the global competition for talent, organizations need to broaden their talent management activities.

Nakisa Talent Management Series is a suite of 100% Web-based applications for the visualization and management of global succession and enterprise talent initiatives. This suite of solutions facilitates the planning and execution of strategic programs that attract, acquire, retain, develop, reward and position employees throughout the organization. Nakisa Talent Management Series allows you to view and manage the flow of talent within your ERP to ensure you are prepared with a talent strategy that allows you to deliver on future business objectives.

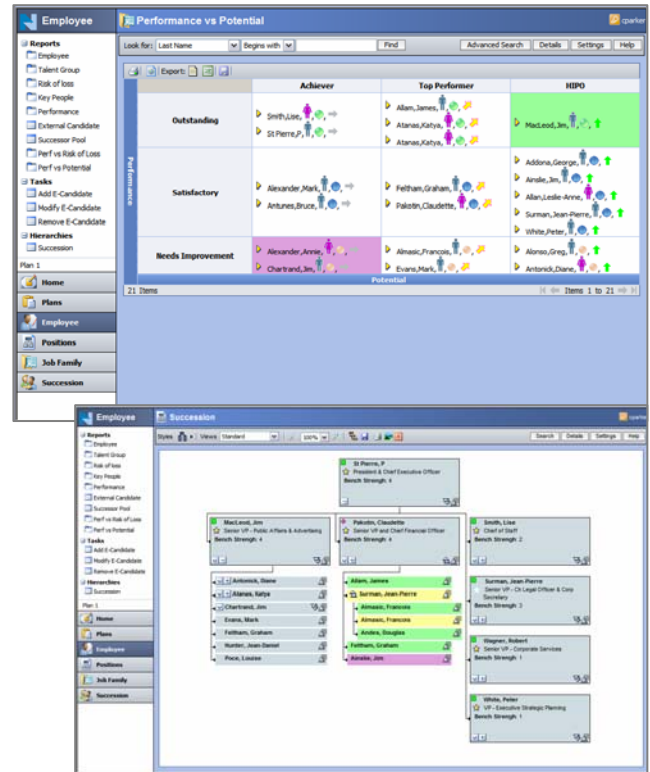
TALENT PLANNING: SUPPLY & DEMAND

Talent planning involves reflecting on the past while considering workforce scenarios for the future. Therefore, it is critical for you to deeply understand your organization's business goals and competitive environment in order to predict talent needs moving forward. Nakisa Talent Management Series gives you the insight you need throughout the talent planning process to successfully develop your talent pipeline:

Step 1 – Identify High-Impact, Key Positions

A good starting point in talent planning is to pinpoint high-impact, key positions across your organization. Key positions are roles that bring value to the company by:

- Contributing substantially to your bottom line, or,
- Adding considerable value to other positions



These positions are critical to the delivery of corporate objectives and need to be carefully staffed with your company's best and brightest.

Step 2 – Take an Inventory of Your Talent

The next step is to identify high potential talent so you can secure future leaders into key positions. By visualizing and understanding your talent inventory, and defining employee skill sets and qualifications, it becomes possible to effectively place the right person in the right role.

With the goal of identifying employees with high leadership potential, you can actively plan their careers and development to build "bench strength" and ensure availability of top quality successors to fill key positions. Nurturing these innovators, team leaders, motivators, and drivers will contribute to the long-term success of your organization.



Step 3 – Determining Gaps

With a clear understanding of your high potential talent and key positions and responsibilities, HR can identify existing talent gaps that could impede delivery on corporate objectives.

This analysis guides HR in its efforts to fill the gaps between your existing talent pool and the employee base required to deliver on your business strategy. It clarifies development and training requirements, or the need to look outside your organization for talent.

Step 4 – Plan Your Future Workforce

Equipped with relevant information about the state of your organization's talent pool, HR can execute programs, initiatives and projects to maximize individual workers' value to the enterprise. The goal is to create a global talent management plan that identifies people and positions worldwide that are key to your success and to ensure they are optimally developed and deployed to deliver on objectives.

An integrated visualization and talent management solution, such as Nakisa Talent Management Series, can help you ensure your workforce has the future skills required to move your business forward.

NAKISA TALENT MANAGEMENT SERIES

Nakisa Talent Management Series is a suite of 100% Web-based products for the management of global succession and enterprise talent initiatives. A powerful front-end layer to your ERP and/or data warehouse, this Series extends your existing business processes and platform by providing deeper, more interactive views into workforce and enterprise data to create a complete, end-to-end talent management solution.

By providing a 360-degree view into enterprise workforce data, Nakisa helps your organization leverage its existing technology investment to enable talent and to maximize your workforce's performance:

Nakisa SuccessionPlanning:

Provides in-depth visualization, management & execution of succession plans to assist in aligning your talent goals with business strategy. By putting talent at your fingertips through visualization of information from multiple data sources, you are provided with a consolidated, tailored view of talent that supports transparent management and execution of decisions within your ERP.

Nakisa HCM Dashboard:

An add-on module to Nakisa SuccessionPlanning, the Nakisa HCM Dashboard provides an interactive, real-time summary of your company's overall workforce performance and delivers at-a-glance views of key performance indicators and analytics that reside in your data warehouse.

A NOTE ABOUT SUCCESSION

A succession strategy is critical to nurture leaders and to ensure continuous development within a shifting global economy. Succession planning can help improve overall performance in key positions, minimize attrition among top performers, and promote a high internal hiring rate.

Implementing Nakisa Talent Management Series can help your organization tailor pro-active development plans for your most talented employees in order to align them with your business objectives. By directly integrating with your ERP, Nakisa complements your existing succession planning processes by offering you deeper visibility into successor and workforce information.

Nakisa's specialized succession planning views ensure you can more clearly see and understand succession issues so you can quickly and transparently initiate, execute and manage ERP-based initiatives to prepare your talent for the future.