SAP Information Sheet
SAP Business Suite

SAP ERP Human Capital Management

Talent Review

The SAP® ERP Human Capital Management solution can fully support your talent management activities, helping you identify, develop, compensate, and retain your top talent. You can use the solution to effectively review and calibrate your highest-potential employees and groom them to step into key roles.

Summary

The SAP® ERP Human Capital Management solution enables HR to facilitate effective talent conversations and support your management team in calibrating the performance and potential of talent. The solution supports the end-to-end review and calibration process: from planning and preparing for talent review meetings to calibrating nominated individuals and handling follow-up activities.

Business Challenges

- Lack of defined processes to identify high-potential employees and actively manage their development
- Effort required to collect, prepare, and analyze talent data and handle follow-up activities
- Loss of key talent through lack of talent development and career planning
- Poor company performance as key positions are filled by the wrong people

Key Features

- **Preparation** – Set up online meeting agendas, interactively select meeting participants and talents, and create and provide handouts
- **Talent monitor** – See an overview of all talents nominated for a talent review meeting and their managers
- **Talent review and calibration** – Calibrate performance and potential of talents in an effective visual way and compare talents
- **Comprehensive talent presentation** – Use visual tools such as business card, short profile, talent profile, and list view for comparisons
- **Follow-up activities** – Create a long-term talent development plan and assign talent to succession plans or successor pools

Business Benefits

- Find the best candidates for your key positions
- Make quicker and better-informed decisions about talent development, succession, and career planning
- Develop a strong global talent pool across your entire organization
- Retain and develop talent at every level of your company
- Accelerate the development of talents
- Uncover hidden talent across your global organization

For More Information

Call your SAP representative, or visit us online at www.sap.com/talentmanagement. And while online, be sure to view the brief demos that show how the solution performs in a real-world environment.

www.sap.com/contactsap

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A lack of defined processes to identify employees with high potential and to actively manage their development can lead to an inability to fill key positions. In addition, you risk losing talented individuals and can experience poor company performance and gaps in business execution as you struggle to fill important roles – or staff them with the wrong people. Manual collection of talent data across the entire organization and preparing its presentation to the management team is very time consuming and doesn't provide the right basis for business leaders to make strategic decisions on talent development as well as succession and career planning.

The SAP® ERP Human Capital Management (SAP ERP HCM) solution can help you effectively review and calibrate your best talent by providing you with a way to identify and manage your high-potential employees. This approach supports your succession planning process to help ensure that you have a pool of talent ready to step into key roles when the need arises. SAP ERP HCM supports HR in facilitating talent-review meetings where business leaders can discuss the performance and potential of a particular population of talent and identify the high and low performers. High performers may be awarded special developmental opportunities and extra effort on their behalf, while low performers may be shifted to other more appropriate assignments.

In these meetings you can address specific capability areas that are critical to your business, categorize the potential of high performers, and formulate plans for targeted development. The solution lets you visually rank and compare your employees to find the best candidate for an open position – and optimize your workforce by cultivating your best people.

SAP solutions can fully support your talent management activities, helping you identify, develop, compensate, and retain your top talent. Talent management processes are fully integrated with each other and with other processes supported by SAP ERP HCM. These include recruiting, employee performance management, talent assessment and review, employee development, learning, succession management, compensation management, and talent analytics – all supported by a common competency framework.

To learn more, contact your SAP representative or visit us online at www.sap.com/talentmanagement. Experience firsthand the features, functionality, and benefits you gain with SAP ERP Human Capital Management. View the brief demos at www.sap.com/talentmanagement to see how the solution performs in a real-world environment.

SAP ERP HCM helps you effectively review and calibrate your highest-potential employees and groom them to step into key roles.