

DEVELOP A HIGH-PERFORMING WORKFORCE

MAKE BETTER-INFORMED TALENT DECISIONS AND MAXIMIZE PRODUCTIVITY

Talent management functions in the SAP® ERP Human Capital Management solution and the SAP Talent Visualization application by Nakisa can make your organization more competitive by helping you optimize employee performance, review and calibrate talent, develop succession plans, and target workforce training.

Successful talent management is a major driver of organizational performance and competitive advantage in both good times and bad.

High-performing organizations effectively manage and develop their internal talent pool. They accurately identify critical employee skills and roles, actively develop promising personnel, nurture their skills, and groom potential successors for key positions before they are even vacated.

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Research by IDC shows that “benefits provided by well-integrated HR systems can more than offset the investment. Benefits such as improved visibility into the workforce and accurate information flow empower well-informed decision making, which ultimately will benefit the bottom line in the form of more effective cost-cutting measures and improved profits.”¹

Finding and Encouraging Tomorrow's Leaders

Organizations around the world have used software from SAP and its partners to gain the visibility needed to effectively drive talent management strategies that increase individual and organizational performance, while keeping costs down. Portals, dashboards, and visualization

tools within the software make employee data visible from a single location to help managers monitor talent resources and improve decision making.

Talent management functions in the SAP® ERP Human Capital Management (SAP ERP HCM) solution help companies optimize employee performance, review and calibrate talent, develop succession plans, and offer targeted training opportunities. You can use the solution to identify employees with strong potential – even when that talent is deep within your organization – and manage their development.

The solution can also help you retain key employees, conduct effective talent reviews with business leaders, and quickly fill key vacancies with the most appropriate personnel. Profile match-ups against positions help you determine skill and knowledge gaps and create cost-effective training plans that address individual development needs.

The fully integrated and Web-based SAP Talent Visualization application by Nakisa provides real-time, in-depth visualization of succession plans to help ensure that you have enough successors for key positions. The application can leverage employee data, organizational data, competencies, processes, security, and authorizations that are already configured in SAP ERP HCM.

For More Information

For more information, please call your SAP representative or visit us at www.sap.com/solutions/executiveview/hr.

1. *Making the Business Case for HR Investments During Economic Crisis*, adapted from *Putting Performance at the Hub of the Talent Universe* by Lisa Rowan, IDC Document #214468, March 2009.

Summary

Talent management functions in the SAP® ERP Human Capital Management solution and the SAP Talent Visualization application by Nakisa can improve organizational performance by helping you maximize the potential of every employee, retain key talent, and reduce training costs. The software's holistic talent management approach can also reduce total cost of ownership for the software, improve decision making, and help ensure a steady supply of capable talent to support your business strategies.

Business Challenges

- Identify key contributors across the organization
- Quickly fill key positions with the most appropriate talent
- Retain key employees
- Make the most of employee potential

Key Features

- **Employee performance management and compensation management** – Conduct effective appraisals and create motivating incentives
- **Talent review and calibration** – Plan, prepare, and conduct talent review meetings to calibrate nominated individuals and handle follow-up activities
- **Succession management** – Identify key positions and identify and track potential successors
- **Employee development and learning** – Create short-term and long-term development plans and track and monitor their progress

Business Benefits

- **Make quicker, better-informed talent decisions** due to greater visibility into important employee data
- **Increase workforce productivity** by encouraging individual employee feedback and targeting talent development
- **Deepen your talent bench strength** through organization-wide identification, management, and cultivation of top performers and employees with strong potential
- **Offer personalized learning opportunities** by matching existing employee skills with upcoming requirements

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