



# Bridging Business and Technology

## HCM Strategic Road Map

### Talent and Performance Management

#### THE CHALLENGE

A looming labor shortage is front and center in the minds of many HR executives. With the baby boomer generation nearing retirement the widely accepted expectation is that within the next 5 years there will be a critical shortage of skilled labor across a wide variety of industries. In fact, many organizations tell us they're already feeling the crunch.

Your organization will face increased competition, not only to attract star employees, but to keep them. As an HR leader – you will be expected to have the solution. BTRG has the answer.

#### THE CHANGE

Once viewed as essential to running an organization *efficiently*, the focus of an HR system was to streamline and account for back office transactions. However, today's HCM system needs to accomplish much more. Your HCM system needs to track and manage enterprise-wide talent requirements and facilitate their acquisition in the marketplace or their internal development through learning, performance feedback, coaching and succession planning. The focus of today's HR system has changed. HR systems and processes have become a strategic imperative.

To compete effectively means embracing talent and performance management as a strategic end-to-end business process that integrates workforce planning, recruiting, performance evaluation, reward and development with core HRIS functionality. Furthermore, today's workforce demands transparency so you must take HR out of the back office and make it available enterprise-wide by implementing Self Service and Manager Self Service functionality.

#### THE CHOICE

Whether you have yet to begin gathering requirements for a talent and performance management process redesign or have already begun a Self Service implementation – BTRG is your best choice when it comes to choosing an HCM partner. Our HCM Practice is managed by senior HRIS experts knowledgeable of the leading software packages and talent management best practices.



**Place the Right Person  
With the Right Competencies  
In the Right Position**

The **strategic** and **competitive value** of an end-to-end **talent and performance management system** is growing in importance.

Like a fast-approaching car, the closer it gets, the more of it we are able to see clearly, despite the fact that often times there is *no real roadmap* and no single individual or group driving success.

BTRG can help your organization develop a talent management solution that will **drive out the competition**.



## GETTING STARTED: HCM STRATEGIC ROADMAP

BTRG's HCM Strategic Roadmap positions a Senior HCM resource onsite to work with your team to gather business and IT requirements quickly. We use pre-defined templates to efficiently design, configure, and implement a best of breed solution based on industry best practices.

### KEY ACTIVITIES AND DELIVERABLES

- Detailed Analysis of Current Recruiting Environment
- Interface Inventory
- Project Plan and Task List
- Risk Assessment Matrix and Assumptions Document
- Statement of Work
- Fit/Gap Analysis
- Testing and Training Strategy and Materials
- Configuration and Data Conversion
- Deployment and Support Plan

### BENEFITS

- Alignment of the assessment initiatives with corporate goals
- Timely and accurate current state assessment of your Talent/Performance Management environment that provides a clear path to a highly competitive future state
- Realistic timelines, milestones and a critical path for success
- Early identification of gaps and "pain points"
- Implementation Plan for an on-time/on budget rapid design and rollout

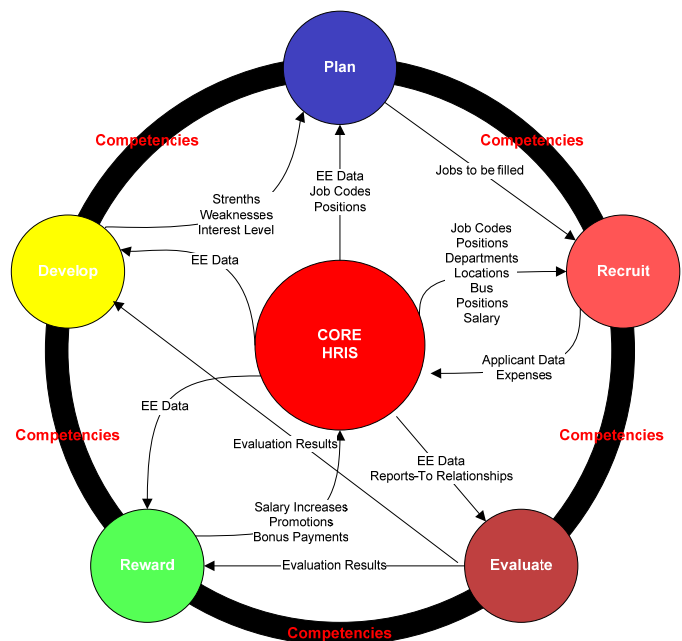
### PEOPLESOFT 9.0 ADVANCED FEATURES

- Configurable Streamlined Job Opening Creation
- Continuous Job Openings
- Flexible Approval Processing and Delegation
- Configurable/Hierarchical Recruiting Locations
- Multiple Application Sites
- Robust 360° Job Opening and Applicant Views **and more...Call today!**

**Competencies are King...**

**...Processes are Key**

Talent and Performance Management is about competencies—what employees should know and be able to do—and performance processes—how to leverage those competencies by putting them in the right parts of the organization, and then measuring their impact on real goals.



BTRG's HCM Strategic Roadmap places all the core talent and performance management activities—planning, recruiting, evaluating, rewarding, and developing—inside the boundaries of a system based on finding and retaining individuals with the competencies your organization needs. By staying focused on what will drive success for your organization, our HCM Strategic Roadmap delivers ROI – far ahead of your competition.