

Workday Talent Management

Workday Talent Management works seamlessly with Workday Human Resource Management to let you align and assess talent, pay for performance, and plan your leadership success. You can do all of this from a single, unified solution.

A Warm Welcome

Workday Onboarding helps organizations welcome new hires and pre-hires, increase first-day productivity, and streamline administration.

- **Increase engagement:** Pre-board workers in Workday to help them feel welcome and transition comfortably into their new surroundings on their start date.
- **First-day productivity:** Improve time to productivity by configuring content to include information that's relevant to the worker and the organization, as well as detail tasks to complete on the first day.
- **Streamlined automation:** Ease the administrative process by eliminating paperwork and automating new-hire business processes, forms, and information collection.

Goal Management: Alignment, Engagement, Results

Workday Goal Management helps organizations establish goals for an entire team or organization. Use it to cascade goals and assess the completion of goals. The system ensures maximum alignment, visibility, and increased engagement throughout the organization.

- **Maximum visibility:** Assess and track the company scorecard and goal completion. Then link the information to performance reviews for a holistic and real-time picture of worker and organizational performance.
- **Maximum alignment:** Promote worker engagement and accountability by connecting an individual worker's personal goals to the organization's goals .
- **Maximum results:** Track goal achievement against strategic initiatives and overall company performance by linking goals and performance to actual work.

Key Product Areas

- Onboarding
- Goal Management
- Performance Management
- Succession Planning
- Career and Development Planning

Key Benefits

- Acquire workforce intelligence from single source of truth. Gain true visibility into your workforce capacity, cost, capability, and quality.
- Align your workforce to your organization's goals and initiatives.



Performance Management: Optimize Your Workforce

Workday Performance Management allows organizations to align and manage global talent from a single system without the added burden and cost of a separate talent solution.

- **Greater talent transparency:** Employees and managers can review talent continuously from initiation through online sign-off. Talent administrators can plan strategically by monitoring the distribution of ratings across the organization or by analyzing performance ratings versus compensation recommendations using graphical charts and “n-boxes.”
- **Standardized flexibility:** Increase consistency and create a common language for performance throughout the organization. Maintain flexibility with configurable performance processes such as periodic reviews, disciplinary actions, performance-improvement plans, and individual-development plans. Establish evaluation templates targeted to different groups of workers based on organization, job, position, or individual worker requirements.
- **Everyday talent management:** Continuously manage performance by fostering an ongoing dialogue between workers, managers, and other stakeholders.

Succession Planning: Prepare Future Leaders

Identify, nominate, and prepare your next generation of leaders. With Workday’s simple and visual tools, organizations can find the best people, engage and develop those with high potential, and avoid critical leadership gaps.

- **Proactive pipeline:** Build a leadership pipeline using consumer-like search tools, side-by-side candidate comparison, and talent pools. You can quickly identify the best candidates for future leadership roles, based on potential, performance, and overall talent profile. You’ll spot talent gaps the same way.
- **Collaborative planning:** Monitor talent readiness, flight risk, and the overall health of the succession

pipeline to collaboratively select the best succession candidates for critical roles. With Workday, you can nominate a candidate for a position, collaborate and approve nominations, assign readiness to a candidate for a position or succession plan, see the bench strength for a position, compare succession profiles, and promote the selected candidate.

- **Strategic development:** Execute tailored development plans with the support of the strategic talent-review process. The process includes a comprehensive talent card, configurable talent matrices, and talent assessment and identification tools. Get summary views of all successors for a position, identify all positions a worker is a candidate for, create visual representations of succession plans by organization, and tailor custom reporting.

Plan, Assess, and Develop

Workday Career and Development Planning provides your workforce with engaging tools that help them take greater control.

Empower the workforce: Workers can contribute to their personal and professional profiles by indicating their key competencies, as well as past internal and external work experience. They can also note completed training, certifications, education history, languages, awards, memberships, internal projects, and training-and-development plans.

- **Increase internal potential:** Create competency-based development plans to help workers reach their performance and career goals, close performance gaps, and align with succession plans. Managers can locate people with the right skills and experience to staff special projects or fill open positions.
- **Pursue a career:** Workers can use Workday’s unified HCM to proactively manage their career interests, explore jobs within the company, and compare their qualifications to those required for a specific job.



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