



# TALENT MANAGEMENT PLUS™

**Ever hire someone who DIDN'T meet your expectations? Ask us WHY.**

**Talent Management Plus** was designed with the executive's needs in mind to ensure our screening software goes above and beyond screening features in the typical applicant tracking system. This cost-effective, assessment-based, multi-functional system is sure to make a difference in every area of talent management.

## **Assessment-Based Screening Software that EMPOWERS You!**



### **Fast, Effective Screening Solution**

Controlled recruiting investment and status reports ensure that you will have a solution for faster, more effective screening that doesn't cut corners or increase your costs.

### **Reduced Bottom Line Costs**

Numerous assessment options, more qualified applicants and benchmark comparisons allow you to make unbiased hiring decisions, resulting in reduced turnover, increased retention and cost-savings.

### **Optimal Productivity & Performance**

With both new hire and current employee database options, your management team will have detailed information for more effective development and performance management, ensuring quicker initial productivity, optimal performance and employee satisfaction.

### **Unique Advantages of Talent Management Plus**

- Integrated Assessments and Job Benchmarks
- Fixed Investment Non-Contingent on Number of Applicants
- Streamlined, Electronic Delivery of Candidate Profiles
- Development and Performance Management Resources



# TALENT MANAGEMENT PLUS™

## Assessment-Based Screening Software that EMPOWERS You!

With assessments incorporated at every step of the process and applicant tracking features, **Talent Management Plus** offers a unique opportunity for companies large and small who want an effective screening solution.

Take a look at the features of Talent Management Plus below to see how it will fit into your current recruiting process. When you're ready to learn more, contact us for a free demonstration, and we can give you a live tour with more details.

- **Applicant Accounts**
  - 24/7 Online Access
  - Resume(s)
  - Multiple Applications
  - Demographic Questions
  - Customized Questions (up to 5)
  - Assessment Questions
  - Email Opt-in Option
  - Disclaimer for Use of Assessments in Hiring Process
  - Account Disable Option
- **Job Benchmark Library**
- **Candidate Classification by Potential, Prime & Not Interested**
- **Candidate Filtering by Demographic Information**
- **Candidate Information View**
  - Report Generation
  - Applicant Profile Notes
  - Resume(s)
  - Demographics and Custom Question Responses
  - Visual Representation of Assessment Results
  - Second Opinion on Assessment Request
  - Direct Correspondence with Candidate
- **Candidate Referral Reports**
- **Candidate Search by Company or Division**
- **Candidate Sorting by Application Date, Job Match and Assessment Rank**
- **Coaching Report (three options available)**
- **Comparison Reports and Analysis (Job versus Candidate)**
- **Direct Email Correspondence with Automatic Report and Graph Attachments**
- **Exporting**
- **Gap Reports (Job vs. Candidate)**
- **Global Database Search Request**
- **Individual Job Folders**
- **Job and Talent Assessments**
- **Job and Talent Assessment Match**
- **Job Folders Organized by Division, Location, or Department**
- **Job Information View**
  - Job Code
  - Assessment Selection
  - Job Status
- **24/7 Online Access**



## Top Ten Things to Look for in a Screening System

- 1 Talent Assessments**

Your screening software saves you time and effort by integrating assessments up front, before you review the application. This will give you an unbiased look at the aspects of the applicant that are relevant to the job.
- 2 Job Assessments**

To get an accurate, detailed description of what the job requires for superior performance, people in and around the position should complete a job assessment to measure the key performance objectives of the position. This component will remove bias and serve as a method for comparison.
- 3 Comparison Reports**

Your screening system should make it quick and easy to determine the best job/talent fit with a visual representation that indicates which candidates are best matched to the job in several areas.
- 4 Exclusive Talent Pool**

Continually grow your own talent rolodex in the system. Allowing you and your clients to have a base of applicants to begin your job comparisons with as soon as the job benchmark is complete.
- 5 Online Applicant Accounts**

Your screening software should give you the ability to seamlessly gather applicant information in a professional, online, easy-to-use manner. The software should not only make it easier for your candidates to apply, but allow recruiters to easily manage and organize applicant data.
- 6 A Complete Process**

In addition to pre-assessing, pre-screening and pre-qualifying candidates, your screening software should play a role in the entire talent management process. Information from the hiring process can be integrated into the development and performance management of new and current employees to ensure effective on-boarding, high productivity and longer retention.
- 7 Cost-Effectiveness**

Your screening software should not only help you reduce recruiting costs, but also reduce time to hire, increase initial productivity, make better hires and avoid expensive hiring mistakes.
- 8 Data Analysis**

A system that provides exporting features, detailed applicant data and referral information will help you measure your success so you can discover best practices and leverage your screening process.
- 9 Support Staff**

Your screening software should be supported by a team of professionals who are available to help you in all aspects of screening, from technical support to implementation of best practices.
- 10 Flexibility**

As your company changes, your screening system should be able to meet new goals and fit new situations. Look for the ability to expand and organize your screening efforts based on business units.