

Building a Foundation for Talent Management. Managing Competencies and Monitoring Compliance.

Do you know your company's current knowledge and skills inventory? With a readily available inventory, you have the ability to accurately identify and close organizational gaps, which leads to business results and success!

TEDS TALENT MANAGEMENT MODULES



Competency Management
TEDS RTC Power™
(Roles, Tasks, &
Competencies)



Performance Management
TEDS Performance Impact™



Learning Management
TEDS Learning on Demand™



Succession Management
TEDS Succession Manager™



Compensation Management
*TEDS Compensation
Manager™*



Workforce Planning, Talent
Acquisition & Staffing
TEDS Job Vision™



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TEDS RTC POWER IS A SINGLE POWERFUL SYSTEM that manages all workforce competencies in your organization, including functional, soft skills and workplace competencies. **Now, you can use the same system to build your competency inventory, manage competencies and monitor compliance.**



IMPORTANT COMPETENCY MANAGEMENT BENEFITS

RTC Power greatly enhances your organization's human capital management capabilities by creating a real-time inventory of your workforce's collective skills and competencies. RTC Power automates and integrates employees' job Roles, Tasks, and Competencies, enabling you to identify and close skill gaps through tailored learning programs to meet your current needs and predict your future needs.

Smarter Resource Planning

Whether your company is upsizing, downsizing, or reorganizing, you need to know where the organization's critical skills, competencies, and certifications lie. TEDS RTC Power is a dynamic competency management system that identifies and tracks the knowledge and skills necessary to meet business needs and compete in the rapidly changing marketplace.

Optimized Tracking of Employee Knowledge and Job Skills

Your organization will realize significant cost savings and higher productivity when TEDS identifies and tracks employee's core competencies, skills and knowledge; assesses any skills and knowledge gaps - and then delivers the learning action plan necessary to close those gaps.

Improved Standardization and Employee Mobility

Companies with manufacturing plants or offices dispersed across continents and cultures must develop and maintain standards for enterprise-wide functions. With RTC Power, management can standardize roles, tasks, and competencies throughout the organization, ensuring that an employee in Beijing and another in Boston have the same training, skills, and certifications. This consistency in skill requirements and the skill recognition capability in the TEDS system greatly enhance employee mobility while giving management a clear view of skills and competencies throughout the organization.

Greater Efficiencies

By automating competency management, your freed-up resources and staff can be redeployed to more strategic imperatives. Certifications and re-certifications are managed automatically. In addition, TEDS' and/or logic recognizes previously completed training and allows for multiple paths to certification. This capability eliminates redundant training, improves efficiencies and leads to greater employee satisfaction.

TEDS TALENT MANAGEMENT TOOLS



TEDS Learning Composer™



TEDS Resource Manager



TEDS Tuition Aid™

Leadership Pipeline Development

Effective Leadership Pools can be developed utilizing TEDS' system of identifying specific roles with associated competencies for leadership at any level. The result is a sustained leadership pipeline.

A Foundation for Talent Management

When TEDS RTC Power is installed and implemented at your company, you immediately have a strong foundation for Talent Management that is predictive, effective and efficient.



FEATURES FOR MANAGING COMPETENCIES

- Builds, administers, and tabulates self-assessments and 360-degree review evaluations
- Tracks RTC proficiencies with self-assessments and 360-degree review evaluation
- Performs skills assessment and gap analysis for employees and for the organization
- Automatically generates action plans from skill gap analysis results
- Manages spot training for manufacturing and other process-oriented environments
- Generates flexible training options
- Integrates seamlessly with all other TEDS modules, including Learning, Performance, Succession, Compensation, and Workforce Planning & Staffing, should you choose to implement Total Talent Management



Many organizations have used job family descriptions as a starting point for managing individual and organizational competencies. Unfortunately, job families are not a sufficient descriptor for competencies because they do not adequately describe what individual employees actually do. Every employee has multiple job roles and these specific roles must be considered when developing individual and organizational competencies. TEDS' utilization of roles as integral to competencies is a superior methodology and is a significant differentiator among other Competency Management software vendors.



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IMPORTANT COMPLIANCE MANAGEMENT BENEFITS

With reporting and compliance requirements becoming increasingly stringent and far-reaching, advanced competency management capabilities are critical to success and even survival. TEDS RTC Power automates the management of certification and training processes, providing your organization with an invaluable record of compliance and alerting you when compliance may be at risk.

Risk Mitigation

RTC Power helps reduce the risk of onerous fines and damage to your organization's reputation by automatically keeping your company in compliance and out of the headlines.



FEATURES FOR MONITORING COMPLIANCE

- Tracks a wide range of regulatory requirements including Sarbanes-Oxley, FDA, NRC, ISO, OSHA, DOT, FCC, and others
- Automatically tracks the completion, expiration and renewal of certifications and generates reports
- Creates clear audit trails

TEDS RTC POWER GIVES YOU THE CAPABILITY TO CLOSE CORPORATE GAPS (MACRO GAPS) BY CLOSING EMPLOYEE GAPS (MICRO GAPS) LEADING TO A HIGHLY EFFICIENT ORGANIZATION THAT GENERATES MORE PROFITS.

MAKE, BUY OR RENT? Needed skills in an organization can be acquired only through the development of current employees, hiring of new employees, or outsourcing. TEDS RTC Power makes talent resource decisions easier with predictive intelligence to locate and access the most qualified resources to best achieve your business goals.



RTC Power is a critical component of TEDS' suite of seamlessly integrated, single-platform software solutions. With our modular Web-based system, your organization can implement RTC Power alone or in tandem with one or more complementary TEDS modules.

