



Another major conceptual shift is taking place in the human capital industry.

TEDS Talent Management: A Comprehensive System Built on Proven Technology

Katherine O. Foreman, Ph.D

Another major conceptual shift is taking place in the human capital industry, this time around the scope of talent management. Until recently, "talent management" typically referred to activities associated with HR such as recruiting, retention, succession planning and leadership development.

Over the past year, and particularly as 2006 has unfolded, human capital experts have discussed talent management holistically so that it encompasses the employee lifecycle from start to finish. For example:

- Bersin & Associates' study entitled Performance Management 2006: Market Analysis, Trends, Best Practices and Vendor Profiles grapples with talent management's changing scope and changing relationship to performance management. (Bersin & Associates Performance Management 2006, 5/31/06)
- Norm Kamikow, Editor in Chief of Chief Learning Officer and WPS magazines, recently observed, "Talent management is a huge concept, literally covering every facet of the employment lifecycle and clearly taking on additional important to businesses worldwide. . . . Talent management is a strategy worth betting on." (WPS, May 2006)
- From Jason Corsello, the Program Manager at Yankee Group covering HR technology, outsourcing and services: "The impact of organizational brain drain and the fear of a global talent shortage due to an increasingly aging workforce have caused companies to focus on finding, developing and retaining superior, talented employees. That makes talent management technologies must-haves for organizations committed to developing a competitive human capital advantage." (hrmreport.com)

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TEDS, Inc.
235 Mtn. Empire Rd.
Atkins, VA 24311

t: 276.782.7206
f: 276.783.8574
w: www.teds.com
e: sales@teds.com

We welcome
the high
expectations
that
accompany
comprehensive
Talent
Management
Solutions.

The appeal of automated talent management

Even without the fear factors cited by Corsello, enhancing employee skills and competencies so that they rise to the level of talent would be an organizational boon under any circumstances. The appeal of automated, comprehensive talent management lies in its promise to integrate all aspects of the employee lifecycle, bind those aspects to business objectives, and operate with remarkable speed and efficiency. A sophisticated talent management system can simultaneously support:

- the identification and hiring of the right people for the right jobs
- the designation and completion of appropriate learning, especially as that learning affects regulatory matters and/or critical business issues
- a variety of performance assessment tools and recommendations for learning that may ensue
- the proper deployment of individuals as their performance matures
- the identification and deliberate honing of individual talent into organizational leadership.

The TEDS timeline of experience

At TEDS, we welcome the high expectations that accompany comprehensive talent management because we have pioneered integrated, enterprise-wide human capital solutions for 16 years. Our history of major additions to strategic functionality demonstrates that TEDS already has years of experience in what the market is just now recognizing as “new” talent management systems.

1990—In response to a customer need, TEDS creates a technology eventually known as a *learning management system*, and the emergence of an entire industry follows. The TEDS product uses a central data repository to automatically manage and track learning throughout the customer’s worldwide enterprise, and also offers *compliance management* functionality via inclusion of cyclical courses. Today our robust LMS--TEDS Learning On Demand™--is deployed at some of the world’s largest organizations, including FORTUNE 500 companies.

1993—TEDS adds *competency and certification management* capabilities in a module called TEDS RTC Power™ (Roles, Tasks, Competencies/Certifications). Customers benefit from documentation of audit trails, real-time inventories of skills and competencies, and the ability to designate training programs to redress skills gaps. This functionality is fully integrated with TEDS’ learning management and compliance management information through the shared data repository and architecture.

1996— TEDS adds the *performance management* module. TEDS originally coined the phrase, “People Resource Planning” referring to the full management of the lifecycle of the employee across multiple modules. Our performance management module, TEDS Performance Impact™, joins the seamlessly integrated TEDS suite, allowing organizations to incorporate business initiatives, goal setting, development plans and performance reviews. By tying corporate initiatives to employees’ career goals and learnings, everyone has a stake in the ultimate success of the company and achievement can be monitored.

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By enhancing the existing Succession Management functionality we allow you to manage critical jobs, succession plans, high potential development plans and leadership pools.

2002—TEDS Job Vision™ reaches the market with visionary *recruiting and staffing management* functionality that breaks the data barrier between training and HR. Utilizing information stored in the central data repository, this module integrates with the rest of the TEDS suite while automating the convergence of individual career goals, human capital deployment strategies, job opportunities and evolving business plans. TEDS Job Vision also provides a resource locator that mines the TEDS data repository with a variety of user-defined criteria to populate teams and projects.

In progress - A natural follow-up to TEDS Job Vision, TEDS Succession Manager™ helps fill the inevitable gaps in organizations when employees leave or retire by pre-selecting individuals for critical leadership and key individual contributor roles.

By enhancing the existing Succession Management functionality TEDS allows you to manage critical jobs, succession plans, high potential development plans and leadership pools. Succession Management also takes advantage of full integration with competencies, learning and performance.

By building on our successes for 16 years, TEDS Talent Management Solutions offers proven technology in the only comprehensive, enterprise-wide talent management system that seamlessly integrates all facets of the talent lifecycle including learning, performance, compliance, competencies, recruiting, and succession.

Talent management and more

In addition to providing innovative human capital technology, TEDS has always done more than simplify and accelerate existing processes, although such achievements are important.

- A long-standing advantage of TEDS technology has been its capacity to align human capital strategies with business goals, while supplying the built-in flexibility to alter those strategies as business goals change.
- TEDS modules are available individually, in any combination, or as a comprehensive solution. Modules may also be phased in over time while maintaining full integration.
- Our consultants work with your organization to determine the best use of TEDS in relation to your business processes and IT capabilities. TEDS Consulting will also help evaluate the most suitable implementation sequence and timetable for your company's priorities.

In an environment of 24/7 global competition, TEDS manages talent for the business-critical reasons defined by your organization. We implement talent management solutions, not just talent management products. We've been in business long enough to know the difference.

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