

Sage HRMS Talent Management by Cornerstone OnDemand



HR and talent management practitioners are faced today with daunting challenges. Workforces are changing quickly—hierarchies are flatter, career paths are no longer linear, workers are more geographically dispersed, and generational differences are as sharp as ever. Ensuring that you have the right people with the right skills in the right roles and at the right time has a serious impact on your organization's ability to execute and grow.

Sage helps organizations of all sizes and in all industries to improve Return On Employee Investment (ROEI) by increasing employee engagement, productivity, retention, and alignment with organizational goals. It's that simple. The Sage HRMS approach is based on three concepts:

1. An integrated approach to talent management drives better bottom-line results for your organization. This means having all the components of talent management under the same roof, presented in the same user interface, reportable from the same reporting tools, and administered in a highly flexible way.
2. Learning drives performance at every turn in Cornerstone, because business alignment alone and performance appraisal in isolation are not good enough. Training and development make performance appraisal actionable, succession planning meaningful, and career pathing functional.
3. Sage HRMS Talent Management is a unique combination of on-premises HRMS and Cornerstone's multitenant Software-as-a-Service (SaaS) talent management solution. Your favorite HRMS solution is now integrated with industry-leading talent management software, all designed for midsized organizations.

Sage HRMS Talent Management covers the employee lifecycle, from onboarding through learning management and performance measurement to succession planning (and even outside to your customers and partners).

Start with the full suite or use either of the two components for learning management or performance management separately. Choose a talent management system that can grow with your needs.

Talent challenges

- Which employees are best positioned for leadership roles?
- Our end-of-year performance review isn't working. How can we make performance measurement more meaningful?
- What data do we need to build a real pay-for-performance culture?
- How can we use talent pooling and succession plans to build a company that can better respond to change?
- How can we give employees input into career development?
- How can we extend our training and certification programs to customers and partners?

Two components of talent management

Sage HRMS Learning Management by Cornerstone OnDemand

Learning Management System (LMS), compliance, and collaboration

Sage HRMS Learning Management allows you to create, manage, and deliver personalized training programs that bring together targeted, blended learning initiatives for all members of your organization. The system includes preloaded e-learning titles from content providers. Social networking features deliver a complete Enterprise 2.0 platform to drive social learning, professional networking, and meaningful collaboration.

Key business impacts

- Increase productivity
- Increase talent retention
- Fill skill gaps
- Lower administration costs
- Reduce compliance risk
- Enable high-impact social learning
- Facilitate connections between people

Sage HRMS Performance Management by Cornerstone OnDemand

Performance, compensation, and succession management

Sage HRMS Performance Management is a platform for appraisal and the alignment of individual goals with departmental objectives and organizational strategy. Go beyond simple assessment to link the outcome of skill gap assessments to development plans in order to close gaps. Identify promising talent and critical roles within your organization and ensure that the right people are promoted to the right positions. Finally, engage your employees in their own career development within the organization.

Key business impacts

- Increase visibility into employee performance and productivity
- Grow a competency-driven culture
- Align day-to-day tasks with organizational objectives
- Link performance and pay
- Identify/track high-potential employees
- Plan for long-term organizational health

Benefits

- Increase Return On Employee Investment (ROEI) by increasing productivity and lowering employee turnover rates
- Identify skill gaps across the organization
- Increase retention of key performers
- Spend your training budget more efficiently
- Link performance appraisals to development actions (and close gaps)
- Develop a healthy leadership pipeline
- Include social technologies to drive employee engagement and innovation
- Reduce administrative costs
- Reduce risk of noncompliance
- SaaS means no software to install or maintain



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