



Talent Management 2.0

The new paradigm in a successful human capital management strategy

Key Questions

- How can we tie training programs to employee development plans & organizational goals?
- Which business units are meeting their performance goals?
- Why are we losing our best performers?
- Which employees are positioned for leadership roles?
- How do we account for the emergence of Gen Y and the retirement of the Baby Boomers?
- How can my employees keep up with rapidly changing information?
- How can we give employees input into career development?
- What data do we need to build a real pay-for-performance culture?

Business Benefits

- Spend your training budgets more efficiently
- Identify skill gaps across the organization
- Generate meaningful data about the health of critical roles in your organization
- Develop a healthy leadership pipeline
- Build in Enterprise 2.0 technologies to drive employee engagement
- Boost collaboration and communication among internal employees and external partner and customer communities
- Empower your employees with career paths and career development options
- Link performance management & compensation to develop a pay-for-performance culture

The Challenge

To be successful, today's organization must be able to adapt to new, shifting workforce dynamics. Organizations are composed differently than just a decade ago – people are geographically dispersed, working remotely, operating in flatter managerial hierarchies, and faced with massive amounts of constantly changing information.

Globalization presents more than new markets. It also means new challenges in how we manage our talent, how employees choose to communicate and collaborate, how HR organizations keep leadership pipelines healthy, and how companies develop internal cultures focused on high performance.

The Solution: *Connect. Develop. Perform.*

Integrated talent management now must account for the new challenges facing the modern organization and the numerous ways that its employees interact, learn, and work. In sum, companies need Talent Management 2.0!

An integrated approach is required – one that enables high-impact success around employee collaboration, development, and performance.

Cornerstone has the solution – offering platforms for employee social networking and collaboration, learning and development, performance, succession, and compensation. Taken as an integrated whole or deployed separately, the Cornerstone suite is highly configurable and is 100% Software-as-a-Service (SaaS). With global deployments, 24x7 support and dedicated teams for client success, you can count on Cornerstone.

The Three Pillars of a Talent Management 2.0 Strategy



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Cornerstone OnDemand can help your organization optimize workforce productivity by considering the entire employee life cycle in a single, integrated offering. Developed in collaboration with HR executives from leading global organizations, Cornerstone OnDemand is a fully integrated, self-configurable talent management system that bridges the gaps between employee collaboration, development, and performance to enable substantial improvement in organizational capability.

With no software to install or lengthy customization work required, you can reap the benefits of the Cornerstone OnDemand suite (or any of its elements) in just a few weeks – without sacrificing functionality.

Connect

- Enterprise Social Networking
- Social Learning
- Performance Support
- Collaboration Tools
- Employee Onboarding
- Workplace Communities
- Customer/Partner Communities



Drive Talent Management 2.0 by fostering social (informal) learning, organizational memory, professional networking, and better communication across your employee base and the extended enterprise. Cornerstone delivers a complete **social networking and workplace communities** platform, including communities of practice, rich user profiles, expertise location, rating/sharing content, blogs, wikis, podcasts, RSS feeds, and much more.

Develop

- Learning Management (LMS)
- E-Learning
- Instructor-Led Training (ILT)
- Virtual Classrooms
- Curricula Management
- Development Planning
- Certifications & Compliance
- LCMS



Strategically and cost-effectively create, manage, and deliver personalized, blended learning programs for all members of your organization – and target training directly to employee performance. Cornerstone delivers a comprehensive **learning management system** that provides a single point of access to instructor-led training administration, virtual classrooms, content management, compliance management, and over 30,000 pre-integrated e-learning titles.

Perform

- Employee Performance Management
- Competency Management
- Performance Reviews
- Goal Alignment
- Career Planning
- Pay-for-Performance
- Succession Planning
- Workforce Planning



While your top executives establish the strategic direction for your organization, there is often no link between this vision and actual employee performance and goal management. Cornerstone forges this link by delivering a comprehensive suite of tools to tackle vexing challenges around **performance management**, goal alignment, total compensation management, **succession planning**, and workforce modeling. In short, the road to a high-performance culture.

Software-as-a-Service Means Unbeatable Time-to-Benefit

Cornerstone takes the complexity and risk out of choosing an integrated talent management system. The company's multi-tenant Software-as-a-Service (SaaS) architecture provides customers with rapid deployments, minimal IT costs, remarkable flexibility, reliability, and a lower total cost of ownership.



Cornerstone OnDemand helps organizations to empower their people and optimize workforce productivity with a comprehensive suite of integrated talent management solutions for enterprise social networking, learning, compliance, performance, compensation and succession management, as well as robust reporting and analytics. For more information, please visit us at: www.CornerstoneOnDemand.com.