



## Workday Talent and Performance

Today's talent optimization strategies need to be flexible, not only to manage talent transactions but also to provide insights that help you make critical talent decisions. They must simultaneously engage your workforce in their career and skills development. Workday Talent and Performance incorporates people, business, and talent data into a single system, providing the accuracy and agility businesses need for a world-class workforce.

### Understand, Align, and Develop Your Workforce

Workday Talent and Performance gives you detailed insight into your workforce to drive organizational growth.

- **Tap into the power of your workforce:** Use employee data—such as performance, skills, and career interests—to realize the full potential of your organization and your people.
- **Lead change:** Understand your workers' skills and capabilities, and inform global talent planning to achieve strategic business objectives.
- **Develop your workforce:** Fill gaps with top internal, external, and contingent candidates. Easily assess individuals, recruit, and take action—all from your browser or mobile device.
- **Engage your people:** Provide continuous and periodic feedback as well as regular check-ins to drive engagement and enhance the strength of your workforce.

### Discover Value Within Your Team

#### The Talent Profile

Your existing workforce may be the best place to begin a search for talent. Workday combines your core HR information with employee and contingent worker-generated skills and experience data, delivering a comprehensive picture of the rich talent that already exists within your organization. Talent profiles, including skills and career interests, can be used to find qualified internal workers for open positions, projects, or opportunities. Workers can update their skills and career interests during onboarding or cross-boarding processes, or at any time in their career journey.

### Key Product Areas

- Talent profile
- Continuous feedback
- Survey campaigns
- Embedded analytics
- Goal management
- Performance management
- Talent review
- Calibration
- Competencies
- Career and development planning
- Succession planning / talent pipeline
- Talent Marketplace
- Mobile

### Key Benefits

- Eliminate costly integrations with core a single core HCM, compensation, recruiting, learning, workforce planning, and talent system
- Align your workforce with your organization's goals and initiatives
- Gain visibility into talent strengths and interests, skill gaps, retention risks, and suggested actions through fully incorporated reporting and analytics
- Encourage continuous collaboration through regular check-ins and anytime feedback

## Competency Management

The competency framework in Workday Talent and Performance gives you flexibility to configure a competency library, define competency profiles with specialties, and assess profiles and behaviors. Competencies can be set at multiple levels, and assessments can occur individually or as part of a review or calibration process.

**“Belk and its people are deeply loyal to each other and committed to shared growth and learning. By using Workday, we can ensure all employees can advance their careers by gaining the right skills for what their roles and goals demand.”**

—Jessica Reynolds, Senior Manager of HRIS,  
Belk Administrative Company

## Understand Your Workforce

### Surveys

Drive productivity and enable better decision-making through Workday surveys. Administrators and managers can easily create and distribute surveys (via a link or Workday notification) that employees can complete from any device. The survey dashboard allows administrators to monitor all survey campaigns from a central location.

### Reporting and Dashboards

Embedded reporting in Workday incorporates talent analytics within transactions to provide relevant insight and inform decisions in real time. Workday also combines talent data with other worker information, such as last promotion, vested stock, or management changes, to predict retention risk, employee potential, or organizational health—and even recommends appropriate actions.

Workday Talent and Performance makes it easy to view talent holistically and compare workers through configurable talent cards, N-box, matrix, and search reports. HR can provide business manager dashboards, created without IT help, that compile drillable reports and enable managers to take immediate action.

## Guide the Organization

### Goal Alignment

Workday allows you to align your team from the top down with cascading organizational goals. Assign additional team goals and develop personal goals at the worker level, and add trackable goal attributes to provide specificity. Collaborate on goals through comment streams, and build engagement by enabling employees to create, edit, and review goals on their mobile devices.

### Flexible Review Framework

Easily configure continuous or periodic review processes without IT help by employing the Workday configurable business process framework. Workday allows businesses to conduct performance reviews on contingent workers as well as on employees.

### Calibration

The configurable calibration feature in Workday Talent and Performance ensures consistent measurement across managers. Workday automatically plots workers based on configuration rules, then allows users to move workers, adjust ratings, or compare assessed versus calibrated results for deeper analysis.

### Succession Planning / Talent Pipeline

Having successors in place for strategic positions is key to long-term success. Talent pipeline features let you identify critical roles for succession, nominate internal and external candidates, assess readiness, target development needs, create talent and succession pools. Once plans are active, Workday generates alerts and notifications to help you monitor the health of your plans.

## Develop Workers

### Real-Time Feedback

The flexible Workday framework allows feedback to be given or requested, named or anonymous, free-form or in a template, and included in the review process if desired.

### Mentors and Connections

Help employees learn from each other and share knowledge. Through the mentor and connections framework, employees can establish meaningful relationships, helping them feel more engaged and connected as they develop their careers.

**“As a result of Workday, we’ve been able to move to a common career framework, which allows us to not only develop their career pathways that are necessary to retain the talent that we have, but to also provide visibility to future opportunities.”**

–Wende Smith, Senior Director Human Resources,  
AECOM

### Opportunity Graph

Empower workers by helping them envision their next internal career moves. The opportunity graph illustrates the history of transitions from a given job profile so your workers can understand the breadth of opportunities and develop skills to prepare for potential moves.

## Workday Talent Marketplace

Workday Talent Marketplace creates transparency and connects employees to opportunities based on the skills they have or want to develop, allowing them to take an active role in their career development. Workday Talent Marketplace aims to empower employees by seamlessly connecting them to opportunities by removing the barriers to mobility. It creates direct lines to opportunities and leveraging machine learning to assess their fit.

## Conclusion

With Workday Talent and Performance, your organization can leverage an innovative solution powered by a skills foundation to manage your performance enablement, career development, and talent pipeline. You gain the tools to better understand and engage your talent, and drive personalized career development and talent mobility while adapting to the challenges of a changing world of work.



+1-925-951-9000 | +1-877-WORKDAY (+1-877-967-5329) | Fax: +1-925-951-9001 | [workday.com](https://www.workday.com)