Workday Talent Management

Today's talent management strategies come to life with flexible, modern technology that not only manages talent transactions but also provides instant insight to help you make critical talent decisions. Workday incorporates people, business, and talent data in a single system, providing the accuracy and agility businesses need for a world-class workforce.

Understand, align, and develop your workforce

The information and processes in Workday enable you to gain detailed insight into your workforce and drive organisational growth.

- **Tap into the power of your workforce:** Take advantage of your employee data such as behaviour, productivity, skills, and aspirations to realise the full value workers can deliver.

- **Lead change:** Understand your workers' skills and capabilities, inform global business planning, and achieve strategic objectives.

- **Develop your workforce:** Fill gaps with top internal, external, and contingent candidates. Assess individuals, recruit, and take action easily from your browser or mobile device.

- **Engage your people:** Provide continuous and periodic feedback in an engaging, easy-to-manage way to optimise the strength and engagement of your workforce.

Discover value within your team

The professional profile

Your existing workforce may be the best place to begin a search for talent. Workday combines your core HR information with direct and contingent worker-generated skills and experience data to deliver a comprehensive picture of the rich talent already residing in your organisation. Skill Profiles that articulate qualifications for jobs and career paths can be used as recruiting templates for finding qualified internal workers or for filling open positions.

Competency management

The Workday competency framework allows you the flexibility to configure a competency library, define competency profiles with specialities, and assess proficiencies and behaviours. Competencies can be set at multiple levels, and assessments can occur individually or as part of a review or calibration process.

Key product areas

- Professional profile
- Continuous feedback
- Embedded analytics
- Goal management
- Performance management
- Talent review
- Calibration
- Succession planning
- Career and development planning
- Mobile

Key benefits

- Eliminate costly integrations with core HCM, compensation, recruiting, workforce planning, and talent systems.

- Align your workforce with your organisation's goals and initiatives.

- Gain visibility into talent strengths, risks, and suggested actions through fully incorporated reporting and analytics.

- Find workers in internal candidate pools automatically generated based on worker data such as feedback, job and career interests, and relocation and travel preferences.

Understand your workforce

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 change in manager in order to predict retention risk, employee potential, or organisational health – and even recommends appropriate actions.

Workday 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 organisation

Goal alignment

Workday enables you to align your team from the top down with cascading organisational goals. Assign additional team goals and develop personal goals at the worker level, and add specific, trackable goal attributes to provide specificity. Collaborate on goals through comment streams. 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.

Calibration

Ensure consistent measurement across managers with Workday's configurable Calibration. 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

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

Develop workers

Real-time feedback

With Workday's flexible framework, feedback can be given or requested, named or anonymous, free-form or templated, and included in the review process if desired.

Opportunity Graph

Empower workers by helping them envision future internal career moves. 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.

Mobile access and action

Talent in Workday is supported on any browser or mobile device, with native apps on iPhone, iPad, and Android. With completely seamless transition from browser to mobile and back, you can take action anytime, anywhere.

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