TALENTPULSE

Talent Intelligence Platform



Improve Talent Decisions | Speed Up Talent Management Cycles | Increase Employee Engagement

ASSESS

Assessment marketplace for holistic, bias-free talent assessments to improve quality of critical talent decisions

Includes:

20+ Features

Assess Candidates Holistically

- Psychometrics
- Business simulations
- Technical assessments
- Game-based assessments
- 360-feedback
- Situational judgment questions
- Video interviewing tool
- Interviewer portal

Create An Engaging Candidate Experience

- Candidate portal
- Web and mobile enabled
- Virtual guide

Streamline Assessment Processes

- Create and manage assessment projects
- Invite candidates individually or in bulk
- Automate reminders
- Monitor candidate status
- Assessment funnel dashboard
- Credit management

Configure To Your Organisation's Needs

- Competency mapping
- Competency definitionsLogo and report colour theme
- Editable email templates
- Access control for multiple admin users

Track And Manage Applicants

- Invite candidates to fill application form and upload resumes
- Filter candidates based on your criteria
- Monitor application progress

Make Better Talent Decisions

- Snapshot Report
- Recruitment Report
 Recruitment Report
- Recruitment Report (Extensive)
- Development Report
 Game Based Assessm
- Game Based Assessment Report
- 360-Five Report
- Graduate Report
 Exacutive Report
- Executive Report
- Dynamic 9 box plot chartGeneral upload of any data set
- HiPo Report
- Consultative
- Consultative Sales Report
 Transactional Sales Report
- Digital Report
- Digital Report

Integrate Your HCM Landscape

Integration with HRMSIntegration with ATS

TalentPulse

Develop

Streamlined processes for job design, workforce optimisation, gap identification, and talent matching to maximise talent utilisation

Includes All of Assess and:

40+ Features

Design Future-Proof Roles

- 3000+ growing job library to design success profiles
- Skills definitions
- Proficiency level definitions
- Ability to mix and match profiles
- Design for new jobs as business evolves

Analyse Your Org Chart

- Upload org chart
- Analyse org chart by region, division, department or role
- Tag mission critical positions and key talent
- Identify reporting and succession risks

Understand Your Employees

- View detailed employee card
- View role requirements
- View fit score for current and future roles
- Identify development needs

Develop Your Employees

- Create IDPs based on gaps
- Monitor learning progress
- Track fit score based on development plan

Empower Managers

- Rate employee skills
- Analyse team skills and gaps
- Monitor upskilling and development

Turbocharge Talent Mobility

- Identify hidden talents from organisation-wide talent pool
- Instantly match employees to roles
- Multiple role fit scenario modelling

Integrate Your HCM Landscape

- Integrate with LMS/LXP/content libraries
- Integrate with HRMS

TalentPulse

Engage

Dynamic career pathing to increase workforce agility, talent mobility, adaptability, and engagement

Includes All of Develop and:

50+ Features

Encourage Employees To Apply For Open Positions

- View open positions across roles, projects, and gigs
- Assess fit against open positions
- Identify development gaps
- Direct employees to the right learning resources

Empower Employees To Take Charge Of Their Career Growth

- Discover potential career paths lateral and vertical
- Analyse and compare multiple career paths
- Identify the path of least resistance for fastest career growth
- Identify development gaps
- Direct employees to the right learning resources

Enable Managers As Career Coaches

- Provide visibility over team member aspirations, role fit, and gaps
- Direct team members to the right learning resources
- Encourage data-driven career conversation

Obtain Insights On Employee Skills And Career Preferences

- Track top job interests and career preferences
- Identify top skills and competencies
- Understand key skill gaps and reorient learning investments

Integrate Your HCM Landscape

- Integrate with internal job boards
- Integrate with external job boards

ACCENDO

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