

## Partner Solution Brief

# Build and Easily Manage a Talented, Successful Workforce with Spectrum Talent Management, Powered by BirdDogHR

## + OVERVIEW

Turn your HR department into a well-oiled machine that consistently recruits, develops, and retains the best talent in the industry to create winning teams. This is the vision that Spectrum Talent Management, powered by BirdDogHR can deliver.



Powered by **BirdDogHR**<sup>TM</sup>

**Spectrum Talent Management** provides you with everything you need to manage your entire employee lifecycle—from recruitment to retention. Powered by cloud-based human resources management tools from BirdDogHR, **Spectrum Talent Management** includes industry-leading recruiting solutions, simple, automated onboarding programs, powerful resources to enhance learning and performance, forward-thinking communication feedback solutions, collaboration tools and succession planning solutions.

Straightforward and easy-to-use software, **Spectrum Talent Management** is cloud-based and completely configurable, allowing users to start with the full suite or just a few modules. **Spectrum Talent Management** extends and complements the existing HR applications within Spectrum.



### Recruiting—Build the Best Teams

Reaching, connecting and engaging with the modern job seeker can be challenging. A modern recruiting strategy must be powered by a systematic process that is easy for the applicant to navigate and simple for the recruiter to manage, all while ensuring legal compliance. Spectrum Talent Management provides a solution to simplify the functions of employment branding, job distribution, candidate management and reporting for efficiency and

compliance. Accelerate job distribution to reach more high-potential candidates and keep your company top of mind by extending your employer brand.

### Onboarding—Transition New Employees with Ease

Once the right employees are found and hired, it's crucial to bring them up to speed with the organization's practices and processes quickly. Traditional onboarding procedures can be lengthy, cumbersome and manual ordeals, with new employees sometimes getting lost in the mix. Spectrum Talent Management streamlines the onboarding process through simple, intuitive workflows, and saves valuable time and money, getting employees on the job faster.

### Performance—Improve Productivity of Your Workforce

The best workforces feature engaged employees committed to individual goals, as well as company performance. Spectrum Talent Management's cloud-based performance management tools allow team members to direct their own career development toward mutually agreed upon goals and competencies, while allowing managers to better understand the strengths and weaknesses of the overall team. Define, discuss, deliver, manage and measure accomplishments, while saving time in the performance review process through automated software tools. Creating an environment of accountability with Spectrum Talent Management means your organization can be confident in its ability to compete in the ever-changing marketplace.

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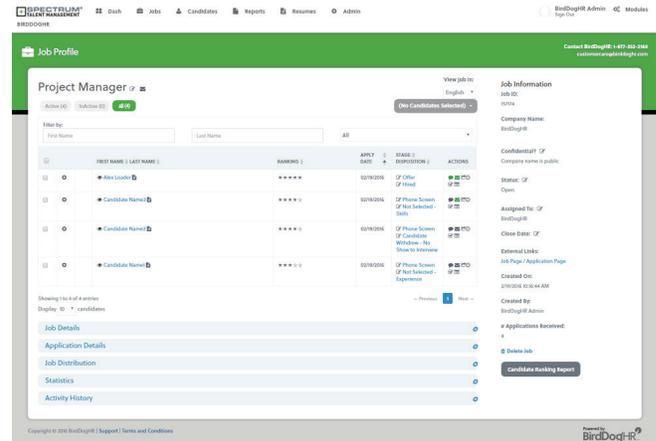
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## Learning—Foster Educational Opportunities and Help Grow Employee Skills

Spectrum Talent Management features a powerful learning solution to help develop and align employees with company goals, while filling skill gaps that may exist. Organizations can capture, create, manage and share knowledge to improve workforce productivity, accelerate critical business processes, support compliance and power organization performance. The system centralizes and automates the learning management process, making the administration of learning and collaboration both effective and efficient. Features include searchable course catalogs, test and survey development, social learning and collaboration, progress reporting and dashboards and compliance and certification management. All learning activities (online, instructor-led and on-the-job) can be integrated in one platform to better develop employees and improve performance.

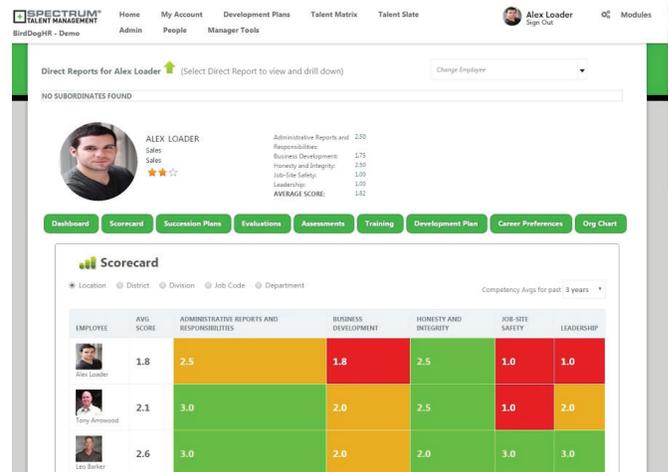


## Collaboration—Streamline Documentation, Improve Communication

Streamline communication and encourage collaboration with Spectrum Talent Management while documenting and sharing best practices among your team members. Employees and managers alike benefit from accessing a centralized system for idea and strategy sharing. People learn and improve by doing. When employees discuss a topic, they learn best practices that can make them more successful. Sharing best practices through a simple-to-use, cloud based resource is a great way to document the expertise of the workforce. Experienced employees answer questions and share their experiences. Newer employees offer a fresh perspective and challenge the status quo. This documented sharing becomes a valuable resource for all of your employees.

## Succession—Keep Things Moving Smoothly When Attrition Does Occur

Succession planning is critical to create business continuity. Identifying the competencies and people needed to keep a company moving when attrition happens takes the guesswork out of planning for growth and sustainability. Spectrum Talent Management provides you with the cloud-based tools to complete individual succession plans, review employee performance and readiness with scorecards, comparative ratings and nine-box talent matrices. Spectrum Talent Management also leverages performance data from goals, competencies and development plans. Centralizing the data allows an organization to have a real-time view into the existing and future talent bench.



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### Additional Managed Services

A number of managed services are also available as part of the Spectrum Talent Management suite of solutions. In high-consequence and compliance-heavy industries managed services can operate as transparent extensions of HR departments. Among the services provided are sourcing for hard-to-fill positions, access to new job distribution channels and drug and background screenings.



### Features

- + Cloud-based management solution for complete talent management
- + Easy-to-use interface through direct integration between Spectrum and BirdDogHR
- + Intuitive dashboards and reporting functionality
- + Powerful recruiting and job search tools
- + Streamlined onboarding tools to get employees on the job faster
- + Dynamic performance management and review functionality
- + Leading education and skills assessment resources
- + Centralized document sharing, communication and collaboration
- + Managed succession planning
- + Employee growth modeling and talent scoring tools



### Benefits

- + Significantly improves quality of employment candidates
- + Speeds time to proficiency through more effective onboarding procedures
- + Improves employee skillsets on the job
- + Easier performance assessments that maximizes desired results
- + Fosters high levels of communication and collaboration within the organization
- + Engages employees directly, involves them in their growth and keeps them happy
- + Lower turnover and prepared succession plans when attrition does occur
- + Reduces organizational risk
- + Saves critical time and money spent on traditional HR tools and resources
- + Improves quality of work through better talent that shares company goals