Plan development
activities

Evaluate
the results

Analyze
performance

# Talent Review

## Evaluate the potential of your resources

Creates the best conditions to operate, ensuring compliance,
safety and availability on workstations

# **Understanding** and **developing** the **potential** of each resource

Making a periodic evaluation of the staff of a large organization poses a series of problems that are not easy to solve.

The first obstacle is the creation of role profiles to define expected competences and assessment methods. The second obstacle is to request and collect the assessments made by the various players involved (evaluators, co-evaluators, evaluated). The third obstacle is to aggregate data, validate it and save it so that it can no longer be modified.

Finally, all this becomes even more complex when we think that a large organization often needs:
- Carry out your activities in different languages.
- Manage different levels of data validation (teams, departments, countries, business lines, etc.).
- Carry out several periodic reviews, maintaining the possibility to update the data at any time, but keeping the consolidated values during the official campaigns.

The solution to all these challenges is Talent Review, **the flexible and scalable solution already used by some of the largest companies in the world.**



## **What functionality is available?**

**1. Manage role profiles**

**2. Perform evaluation activities**

**3. Data analysis and consolidation**

# A **complex** tool, **but easy to use**

## Simplify the complexity of job descriptions

This system, based on libraries developed with proprietary logics and integrated with years of field research by Exagogica, is able to set the standard requirements that each task requires, then allowing the integration of additional requirements that allow defining a complete framework as required by the position.

The requirements, expressed in relation to basic, professional, linguistic and transversal competences, are compared with the competences possessed by each resource. These can be evaluated through a **flexible and mouldable workflow**, which can start from the self-assessment, go through 360° feedback from colleagues and collaborators and end with the validation by the direct manager.

This **very complex mechanism, which is very easy to use**, allows you to launch evaluation campaigns that can be carried out through observation grids associated with each competence to be detected, even on smartphones or on other mobile devices.

## «Flexible and moldable workflow»

Self assessment → Feedback from colleagues and collaborators → Validation of the direct manager

# **1** Requirements management

### Evaluate the compliance of resources to a position

*Talent review* bases its strength primarily on the extraordinary tools for managing role requirements. **The Exagogica system first of all allows the management of the libraries of skills that can be organized in areas and sectors**, broken down into capabilities and linked to multimedia contents and evaluation grids.

The association between skills and duties determines the list of requirements that will be used to assess compliance to an organizational position in the talent review. This association, which can otherwise be a real nightmare due to the complexity of large organizations, is facilitated by the possibility of defining the rules of inheritance of the requirements for professional family, professional group and professional level.

**What do you do if a specific position is then different from the other similar ones that derive from the same job?** *Talent review* has also thought of this and allows to modify and integrate the list of requirements derived from the task for each position and also, if necessary, for each resource to be evaluated.

## **What are the benefits?**

- **Management of the catalogs of competence**

- **Easy management of complex job descriptions**

- **Define the rules of inheritance of the requirements**

- **Exception handling**

# Schedule reviews

Different strategies based on professional populations

Talent review allows you to plan Talent Review activities through different strategies that each company can choose for their different professional populations.

The simplest strategy is that of the **evaluation of the direct superior**, which in cases of specialized positions can be anticipated by a self-assessment carried out by the resource being reviewed.

The more complex strategy, on the other hand, involves the definition of a **set of co-evaluators** (usually colleagues and collaborators) and can foresee a final mathematical average of the evaluations expressed, or the final revision and calibration by a manager.

In any case, all the activities of defining the assessors, the evaluation rules, the assignment of the role requirements and the management of the exceptions is made easy and intuitive by the tools that Talent Review makes available of management profiles.

## What are the benefits?

- **Plan which resource should be evaluated**

- **Define the assessor**

- **Manage evaluation rules**

- **Define the role requirements**

## 3 Start reviewing activities
### Dedicated tools to automate communication

An evaluation campaign that involves thousands of people cannot be managed through spreadsheets and e-mails. **The appropriate tool must be a dedicated tool capable of automating the communication between the process managers and all the players.** Talent Review does exactly that.

The human resources manager of a production site, a country or a business line, once the correct configuration data has been verified, can launch an evaluation campaign, defining the scope and deadline. Talent Review will take care of sending the necessary notifications and making the link available to evaluators to access the assessment tools from your PC or smartphone.

The Exagogica solution does not stop there. The campaign manager is constantly updated on his situation: how many people have started their review task, how many have completed it, how many still have to complete it. With a simple click, the campaign manager can send a reminder to those who have not yet completed their task.

## What are the benefits?

- **Start an evaluation campaign with simplicity, defining scope and deadline.**

- **Constantly monitor the activity.**

- **Make feedback and reminders with a click.**

# 4 **Validate** and consolidate **data**
### Different review data management strategies

Talent Review allows **the adoption of various review data management strategies**, which can be "running", ie always open and updated whenever a change has to be recorded, or historical, or closed at a given time and consolidated in such a way that the results cannot be overwritten.
This second strategy is fundamental when the tool is used to support management decisions (for example for career management).

This is possible because Talent Review has a **data validation function that first allows the assessor and then the campaign manager to block the evaluation data and save it in a specific section of the database**, together with the certification of the evaluation date and the identity of the assessor.
The information contained in the historical registers thus created, as well as the current information, can be analyzed through powerful visual tools that allow ranking, analyzing deviations, skills gaps and even gaps and redundancies in the specific areas of know-how covered by the 'organization.

## What are the benefits?

**1) Create historical registers 2) Analysis of deviations**

**3) Rankings 4) Analysis of the redundancies and weaknesses of the know-how**
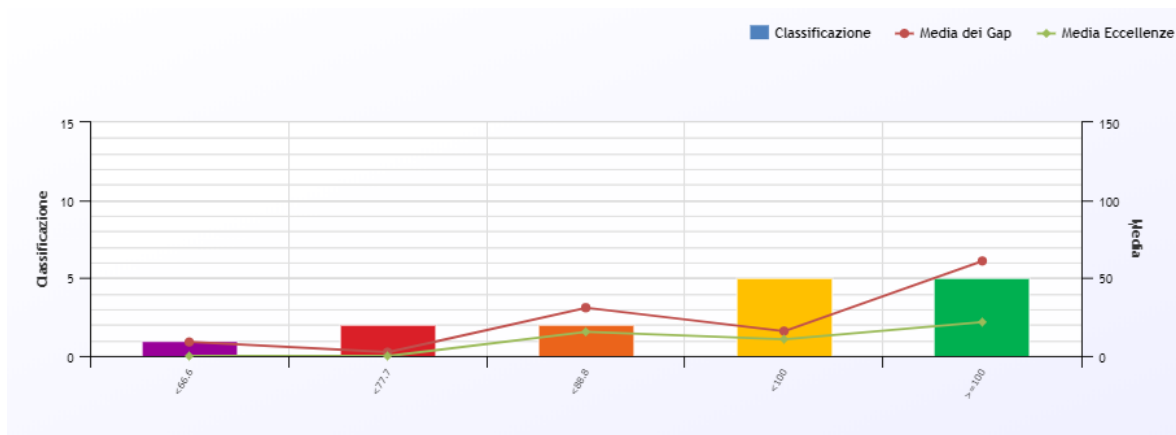
# **Grow** your **business** with **our solutions**

EXAGOGICA
Human capital development solutions

Sales management
Strada del Drosso, 33/7
Turin, Italy

**www.exagogica.com**