

#1 Choice of Mid-size Talent Professionals

What is Talent System Optimization?

Definition: Talent System Optimization is a holistic approach to talent management that supports complete collaboration of people, processes, and technology toward achieving common high-performance strategic goals— even as they develop and change.

What do the world's leading experts project for companies that optimize their talent efforts?



160%
more likely to see top performance.¹



9%
increase in workforce productivity.²



7%
lower cost of talent management.²

WHY OPTIMIZE?

Interrelated areas of talent management are often treated as separate functions. Talent System Optimization provides greater visibility, flexibility, and control over daily processes and strategic goals— even as they develop and change.



SOURCE

Like global temperatures, talent competition is heating up. Companies across the globe are widening the top of the talent funnel.

71%
broader search across geographies, industries, and demographics.³



78%
broader search across mobility and social networks.³



74%
of recruiters say employee networks are top source.⁴



SELECT

A wider talent funnel can add stress to the selection process. Quantity can threaten quality— quality of hire, time to fill, cost per hire.



You need to find the right match.



Fewer available skills and higher unemployment make it harder to sort and select the right candidates.



60% of candidates still lie on their resume or profile. Some things never change.⁵

You end up with more information to sort, and that gets expensive in terms of both quantity and quality.



START, ENGAGE, RETAIN

Once you get done with all that sourcing, sorting, and selecting— you still might not have the best fit. Worker age groupings and attitudes about conditions and longevity are changing. How do you structure the right foundation to build top performing teams? How do you help middle-of-the road employees develop and grow?

Average longevity today is under **4 years**⁵



86%
of new hires decide to stay or leave within their first six months.⁶



Hiring managers and supervisors have fuller workloads today. They need your help!



DATA INSIGHT

In a changing world, data insight across all talent areas provides the perspective required to make better informed strategy and process decisions —at a faster pace.

58%
of companies are currently focused on data analytics.⁵



80%
of companies see the strategic value of data analytics.³



ATTENTIVE TECHNOLOGY

Technology provides a competitive edge when it actively brings people and processes together. Strategic technology should be proactive in supporting the business requirements of collaborative work teams— even as things change!



24%
per year is the rate that internal business requirements change.⁷



42%
of companies see a lag in technology keeping up.⁸

LEARN MORE



Oracle is the #1 Choice of Mid-size Talent Professionals

Helping you to source, develop and retain the talent that drives your business forward.

To find out more about Oracle HCM, [click here](#).



¹ "High-Impact Talent Acquisition: Key Findings and Maturity Model", Bersin by Deloitte, 2014
² "A Labor Market that Works Connecting Talent with Opportunity in the Digital Age", McKinsey Global Institute, 2015
³ "PWC'S 18th Annual Global CEO Survey", 2015
⁴ EREMedia.Com, 2014
⁵ "IDG Enterprise' Big Data and Analytics": The Big Picture, 2015
⁶ SHRM.ORG, 2015
⁷ "Managing Software Requirements: A Use Case Approach", Dean Leffingwell, 2012
⁸ "PWC's HR Technology Survey", 2014