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 increased workforce productivity.
9% more likely to see lower cost of talent management.
7% more likely to see top performance.

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.

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.

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 foundations to build top performing teams? How do you help middle-of-the-road employees develop and grow?

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.

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!

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.


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