

## Taleo for Manufacturing

**The Challenge:** Balance short term costs with long term product innovation.

Increased global competition is squeezing cost structures. Manufacturing companies are adopting lean on-demand practices and supply chain operations. Many short term cost discussions start with the biggest line item—the workforce.

However, long term success lies in the ability to quickly bring innovative and profitable products to market. The key for global manufacturers is to leverage their human capital practices to reduce cost and risk while maintaining their ability to bring innovative and profitable products to market quickly and efficiently.

Hiring and retaining the right people in research and development, sales and service, manufacturing, logistics, and marketing—while making sure they are assigned to the right projects—is critical to success.

### Meeting Your Challenges with Taleo

- ▶ **Reduce staffing cycle times.** Staff your projects with better candidates more quickly by reducing cycle times up to 70 percent.
- ▶ **Increase flexibility.** Deploy your workforce into new areas faster and rapidly build groups for high priority projects.
- ▶ **Mitigate risk.** One poor hiring decision in a key position can cost millions to repair. Inconsistent hiring processes increase the risks of lawsuits.
- ▶ **Find local talent in a global market.** Find the people with local expertise around the world that can really make it happen in new markets.
- ▶ **Improve productivity.** Your management staff will spend less time on staffing tasks and more time doing their jobs.

**The Solution:** Reduce costs while identifying, managing, and retaining key talent to drive innovation.

Taleo's Enterprise Talent Management Suite has equipped many of the world's largest manufacturing companies with the talent management tools they need to maximize their human capital investments. These solutions support key retention programs and all types of talent acquisition—from hourly workers to salaried professionals to contingent labor. Manufacturers are reducing their overall cost structure while finding and retaining the key talent required to drive first rate customer service and innovative product development.

### The Long and Short of Manufacturing Talent Management

- ▶ **Flexible process workflows.** Tailor your talent management processes to how you attract and retain talent—from engineers to sales representatives.
- ▶ **We speak Six Sigma, TQM, and ISO.** Support these quality initiatives with enterprise talent management practices.

*"Six Sigma involves a number of requirements, and Taleo successfully worked with us to ensure we developed staffing processes around those principles. As we expected, with Taleo we have improved our global business processes, resulting in a 50 percent increase in Sigma, in addition to a 30 percent reduction in staffing costs."*

**Jon Walker**  
Human Resources Information  
Technology Global Director



- ▶ **Robust assessment platform.** Screen and assess all types of talent—including call center employees, sales representatives, and engineers.
- ▶ **Multiple candidate interface options.** Match any environment—from online career sites to the factory lobby. Use kiosks, staffing stations, digital pens or other tools to attract and capture the best candidates.
- ▶ **Contingent workforce management solution.** Manage costs and track your administrative, information technology (IT), or light industry contingent workforce.
- ▶ **Centrally manage all hourly workers.** Easy to use talent management tools give you the enterprise view—from call center across the factory floor to the distribution center.
- ▶ **Workforce mobility tools.** Provide online visibility into career opportunities within your organization and increase retention.
- ▶ **Regulatory and diversity capabilities.** Manage regulatory compliance and support diversity hiring initiatives that foster innovation.
- ▶ **Proven integration with major HRIS/ERP systems.** Connect directly to Oracle/PeopleSoft/J.D.Edwards, SAP, and many niche solutions for tax credits, background checking, and more.
- ▶ **Multiple language and currency capabilities.** Global and local support for talent management practices and regulations around the world.

*See the results. Realize the value.*

Whether you are manufacturing electronic components, automobiles, pharmaceuticals, consumer goods, or chemicals, companies like yours run Taleo to reduce their cost structures and more effectively deploy human capital across the enterprise and around the globe. Many of the world's largest manufacturers have chosen Taleo for flexibility, broad functionality, global capabilities, and the ability to manage all types of talent. Taleo has delivers results to manufacturing clients, including:

- ▶ Improvement in Six Sigma staffing practices.
- ▶ Millions of dollars in cost reductions.
- ▶ Increased client satisfaction.
- ▶ Increased employee satisfaction and retention.
- ▶ Increased hiring manager satisfaction.
- ▶ Increased workforce productivity through higher quality hires.
- ▶ Reductions in time to hire from 50 to 70 percent.
- ▶ Reduced exposure to legal and regulatory risk.

To learn more about Taleo's talent management solutions for manufacturing, contact you Taleo Account Executive today.

*"The Taleo implementation is expected to generate productivity improvement opportunities that reduce management costs by at least eight percent per year."*

**Lisa Arnold**  
Staffing Systems Analyst

**Honeywell**



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