



Taleo Business Edition Perform

An End-to-End Talent Management Solution

Think Taleo Business Edition is just a recruiting solution? Think again.

Taleo Business Edition Perform is a natural extension for Taleo Business Edition Recruit customers looking to create an overall talent management strategy. With Taleo Business Edition Perform, small and mid-sized businesses will be able to look holistically at their talent management data to make better decisions about their workforce and business.

Automate the performance management and goal-setting process.

Taleo Business Edition is offering a broader vision of talent management for small and mid-sized businesses with the Taleo Business Edition Perform. Perform provides performance management capabilities seamlessly interwoven with our existing Taleo Business Edition Recruit solution to deliver a single platform for talent management on demand.

Perform moves beyond simple process automation and empowers small and mid-sized organizations to focus on business outcomes and the needs of the business user. It takes advantage of the latest technology to deliver a superior user experience with unparalleled usability, configurability, and decision support capabilities to make talent management easier to manage.

Turn Frustration into Integration

Taleo Business Edition Perform is an intuitive, highly configurable solution that enables employees and their managers to collaboratively create, customize and track their goals within personalized intranet web sites. Employees hired via the recruiting application can automatically have a detailed online employee profile generated for them in the performance application. The profile is immediately ready to update with performance-related information, and the personalized Employee Website automatically pulls goals from the Employee Record. Managers can assign goals, reviews and tasks, while employees can view this information from their individual Employee Web Sites, helping to more fully engage the employee in the performance management process and increase user adoption.

By integrating tools for recruitment and employee performance management, small and mid-sized organizations can gain more complete insight into identifying traits of its top performers in various functions, ensuring a system for modeling, attracting, developing and retaining talent throughout its organization.



“In our business the ability to hire, retain and assess talent is critical. Having an integrated talent management solution for recruiting and performance management will give us the information we need for better decision making and ultimately drive business results.”

Randy McGregor
Flight Operations at XOJet

Take advantage of many features in Perform:

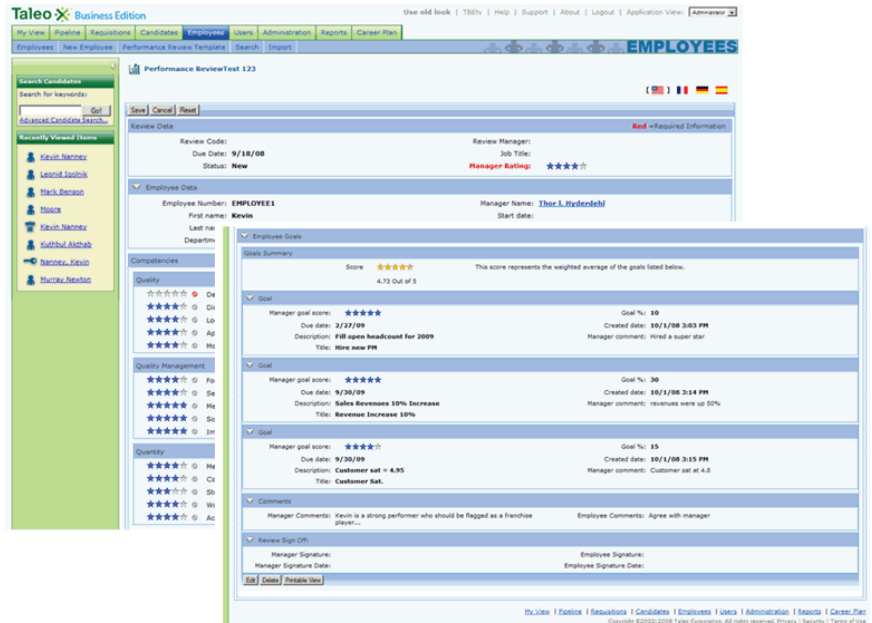
Goals Management: Perform comes with a set of predefined templates for roles and behavioral competencies. An employee’s manager sets roles, competencies and goals—aligns the goals to broader company goals—and assigns them to an employee.

Employee Website: Each employee can use her individual Employee Website to view achievement toward current goals, conduct self-appraisals on active reviews, and view historical performance reviews.

Integration: A Microsoft Outlook plug-in enables a feedback loop for managers to collaborate with on reviews with peers and other managers.

Performance Reviews: Use configurable, flexible review templates and business processes to define and monitor the full employee review cycle. Managers can use a behavioral competencies library to quickly and easily initiate the review process from their desktops and monitor employee self-appraisals and manager assessments.

The performance review in Taleo Business Edition Perform automatically imports behavioral competencies and goals from the Employee Record for scoring.



Talent Drives Performance

CONTACT

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ABOUT TALEO

Leading organizations worldwide use Taleo on demand talent management solutions to assess, acquire, develop, and align their workforce for improved business performance.

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