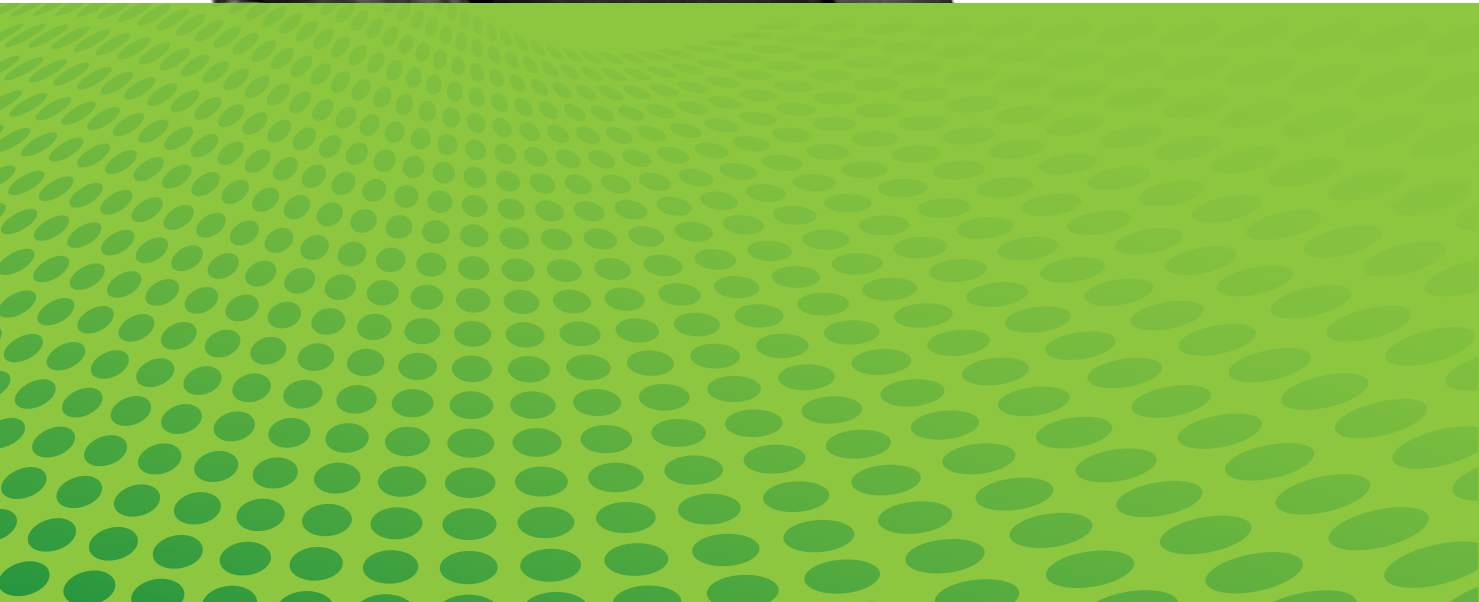




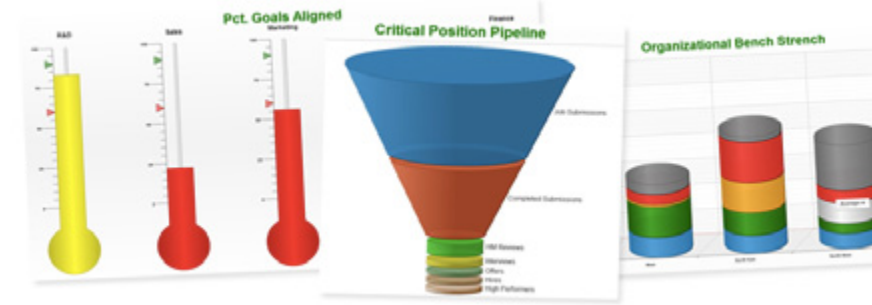
TALEO ANALYTICS



Taleo ™

- > UNIFIED VIEW OF TALENT
- > STRATEGIC TALENT INTELLIGENCE
- > POWERFUL DECISION SUPPORT

Combine information across Recruiting, Performance, Development, Succession, and Compensation to deliver the **insight** necessary to **maximize** your talent investment.



Gain Strategic Talent Insights

Executives know that top talent drives business performance. From the C-Suite to HR, gaining insight into talent is a top priority. Up to 70 percent of business expenses are spent on people, but most companies know more about their computers and phone systems than their employees. Taleo Analytics™ provides executives, line managers, and HR teams the visibility they need to optimize the workforce and drive business impact through their talent management processes.

Monitor and Anticipate Trends

Taleo Analytics enables executives to monitor critical metrics over time and make the necessary adjustments to their talent strategies. Measure time to hire for critical positions and adjust your sourcing strategy and workflow to staff these positions quickly. Monitor progress metrics like performance review completion rate to ensure that your talent strategies are being successfully executed. Gain visibility into risk of loss metrics that predict turnover of critical employees.

Identify and Minimize Risk

Assess your bench strength trends to ensure that you have enough high performers to work on strategic initiatives. Proactively monitor the factors that drive turnover and take steps to retain critical talent. Calculate goal completion and goal alignment metrics to ensure that employees are making timely progress on strategic goals. Identify compliance risk on our EEO dashboards. Ensure that your business is EEO compliant not only in the aggregate, but also within each organization, location, and function.

Capitalize on Opportunities

Improve your quality of hire by correlating performance profiles with hiring sources, identifying high quality sources, and then using this insight to define your hiring strategies. Optimize your training budget by focusing on developing competencies that drive high performance. Gain clear visibility into your organization's talent inventory to identify key skills gaps and ensure future success by building bench strength and a strong leadership pipeline.

FEATURES



Taleo Analytics provides complete visibility into your people assets. Get the right people into your organization. Assign every person to the right role. Develop your workforce of tomorrow.

“At Davita, analysis helps us drive the business. Taleo Analytics’ capabilities are the best in the market. When we implemented Taleo Analytics, we immediately started finding bottlenecks in our processes that we never knew about. We were then able to identify and fix the behaviors that created these bottlenecks.”

RANDY LARSON
DIRECTOR HRIS
DAVITA



Pre-defined Metrics, Key Performance Indicators (KPIs) and Dashboards

Get started immediately with standard analytics content. Developed from our experience with hundreds of customers and honed by our expertise, Taleo provides pre-built dashboards, thousands of data dimensions, and a library of pre-defined talent management metrics.



Talent Management Data Warehouse

Combine talent data from across all Taleo Enterprise™ modules and even external systems to build unique views into your talent such as quality of hire, top sources of high performers, or whether your high potential employees are attached to succession plans.

Metrics Configurator

Design reusable metrics quickly through an intuitive drag and drop interface. Ensure consistency across the entire organization through centralized definition and deployment. Easily change these metrics in response to shifts in talent strategy.



Historical Analysis

Create weekly and monthly snapshots of data with a single mouse click. Leverage these snapshots to get instant visibility into talent trends over time.



Flexible Dashboards

Harness the power of the data warehouse. Create compelling charts with a few mouse clicks. Combine these charts into dashboards that are tailored by user role or talent management process.



Drill Down Analysis

Drill down from high level key performance indicators to detailed reports and find the root cause of process bottlenecks or performance issues.

Implementation Expertise

Take advantage of a comprehensive set of consulting service packages designed to rapidly enhance your ability to track, manage, and understand talent management within your organization.



On Demand Deployment

With no software to install or maintain, you can get valuable talent insights in a matter of days instead of months. Initiate extraction, transformation, and loading of data with a mouse click.



“...This talent intelligence has created a greater level of discussion among recruiting, learning, development and hiring managers, which makes us a better, more connected organization. With Taleo Analytics in our quality of hire analysis, we brought our talent management process full circle, making us a better employer.”

Michelle Fernando
Manager, International
Recruitment Operations
UNITEDHEALTH GROUP



Analytics are a key facet of the talent intelligence approach to talent management. With more than a decade of providing award-winning applications to nearly half the Fortune 100, we have the proven analytics and talent solutions you need to succeed.

Contact your Taleo representative today to learn more.



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About Taleo

Leading organizations worldwide use Taleo on demand talent management solutions to attract, develop, motivate, and retain their workforce for improved business performance. Taleo combines software, best practices, and services so organizations can increase process efficiency, improve quality of hire, reduce risk, and return financial results. Learn more at www.taleo.com.