

Taleo 



TALENT
INTELLIGENCE

TALENT

ASSESS

PERFORM

COMMIT

TALENT

RETENTION

PIPELINE

OPERATIONAL

VALUE



TALENT INTELLIGENCE

Talent intelligence is insight and information about your people. It provides executives with a high level view of their biggest expense and largest asset. It provides business managers with better decision support for managing people. It provides career, goal, and performance visibility for employees so they know what they're doing and where they're going. Simply put, talent intelligence is your greatest advantage for realizing growth, innovation, and customer satisfaction.

Our talent management software as a service provides the talent intelligence necessary to run your business. Give your managers the insights they need to make more informative decisions about how they hire, assess, and develop people.

TALENT MANAGEMENT

DESIGNED FOR PEOPLE. BUILT FOR BUSINESS.

Talent management is the process of hiring, managing, retaining, and developing employees to create the best possible workforce for achieving business objectives.

Capture and use information about skills, experience, performance, and career objectives to put people into roles where they will succeed. Use those insights to attract, manage, motivate, and retain top performers for better business outcomes. All on a single online system designed for people and built for business.



AWARD-WINNING TALENT MANAGEMENT SOLUTIONS

ONE FOR ALL. ALL IN ONE.

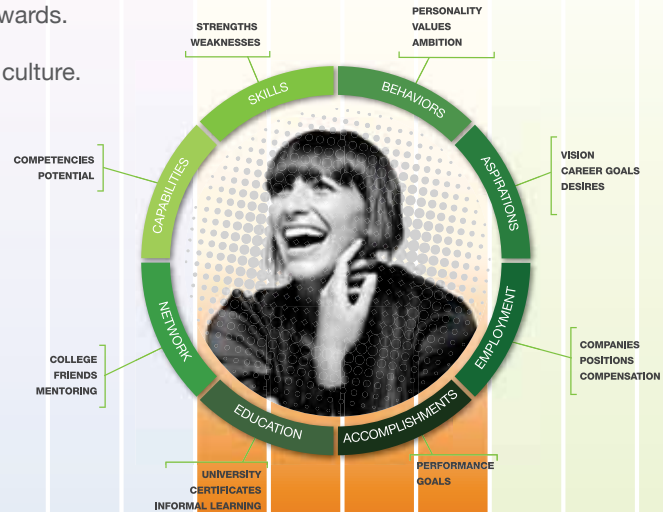
From recruiting to compensation, Taleo applications are built on a single talent platform with simplicity in mind. They are designed to help managers and employees better manage people and their careers. And because these tools are used frequently, you are automatically capturing information about your people into profiles as they manage and grow their careers.

The Taleo Talent Profile™ then provides a quick, comprehensive view of current and future talent across candidates, employees, and alumni. Need to see more? Analytics enable powerful visibility and insight into all levels of the organization for immediate action.



USE THIS INSIGHT TO GET THE MOST OUT OF YOUR TALENT:

- > Build talent pipelines strategically to fill gaps in skills and competencies.
- > Develop future leaders when you identify, track, and nurture top talent.
- > Move talent according to business needs while increasing engagement.
- > Align individual goals with business initiatives, performance, and rewards.
- > Employ compensation practices that create a pay-for-performance culture.



1993

1994

1995

1996

1997

1998

1999

2000

2001

2002

2003

2004

2005

2006

2007

2008

2009

2010

2011

2012

2013



RECRUITING

Taleo Recruiting™ delivers on the true promise of creating a high performance workforce using talent intelligence—while dramatically reducing costs. Unlike most simple career sites and applicant tracking systems that promise quality of hire, Taleo delivers proven results by connecting new hire performance and retention data with sourcing strategies and recruiting programs.

PERFORMANCE

Taleo Performance™ transforms the typical performance review process into an insightful management tool that drives better business results and helps retain top employees. Unlike others, Taleo's integration with desktop productivity tools enables employees and managers to provide regular and timely updates and feedback. Continuous performance conversations ensure that employees are being regularly assessed and coached rather than evaluated once a year.



LEARN

Taleo Learn™ enables organizations to manage essential training tied to compliance, regulatory, job role, and onboarding requirements using formal learning with structured curriculum and learning events. Social learning features such as discussions, ratings and reviews, and file sharing create true learning communities. Tailor the mix of formal and social learning to your culture and business drivers for greater performance and productivity.





DEVELOPMENT

Taleo Development™ helps companies invest in their people so that they will be ready for the challenges of the future. By providing opportunities for employees to self-direct career and personal development, you can increase engagement. Development activities become relevant and timely when they are embedded within goal, succession, and career plans.

COMPENSATION

Taleo Compensation™ provides organizations with real-time insight into their compensation programs to save millions and maximize returns on talent investments. With talent intelligence in compensation management, you can blend performance, potential, and risk of loss information. Then your managers can reward and retain today's high performers while making better investments in critical talent for your leaders of tomorrow.



SUCCESSION

Taleo Succession™ provides insight across organizations and the global talent marketplace for true talent mobility and succession. In a single view, you can systematically evaluate and compare individual experience, skills, and competencies for internal and external candidates. Move beyond simple performance and potential to risk of loss, compensation, and career preferences. Now your executives can create, monitor, and develop stronger talent pipelines for leadership and critical positions.





RELIABLE & SCALABLE TECHNOLOGY PLATFORM

Taleo offers the leading cloud computing platform that's optimized to the needs of on demand talent management and software as a service (SaaS) delivery. Our technology combines a scalable, elastic, and secure infrastructure for the best reliability in the industry, a software platform that is open, mobile, and flexible for easy integration, and a unified suite of talent management applications.

WORLD'S LARGEST TALENT COMMUNITY

Taleo connects the world's largest ecosystem of customers, partners, and candidates on the Taleo Talent Grid™. No one else offers instant knowledge from thousands of talent management experts, best-of-breed applications from dozens of partners, and talent profiles from millions of candidates. Taleo customers can take advantage of all these resources online 24x7.



Taleo



TALENT INTELLIGENCE KNOWS.

