

Engage your talent



Research shows that the number of skills needed for a single job is increasing year-on-year by 10% (Gartner, n.d.) and 94% of employees say they would stay at a company longer if it invests in their learning and development.

Organisations need a dynamic approach to developing and reskilling their valuable talent in which employers, managers and leaders work together to identify shifting skills needs and offer the appropriate resources for employees to keep their skills up to date, to increase workforce resilience and help you grow the value of your human capital.

iTrent's talent management modules can support your organisation to engage and unlock the full potential of your employees. They will help you to understand your employees, align your business ambitions to their talents, and support them every step of the way.

People are at the core of an organisation and it is vital that they are supported from the moment they start until they leave to provide the skills and value from which you hired them.

Our talent management and succession planning modules include:

- Learning Management System (LMS) and content authoring tool
- Performance Management
- Succession Planning
- Check-ins



Solving your talent challenges

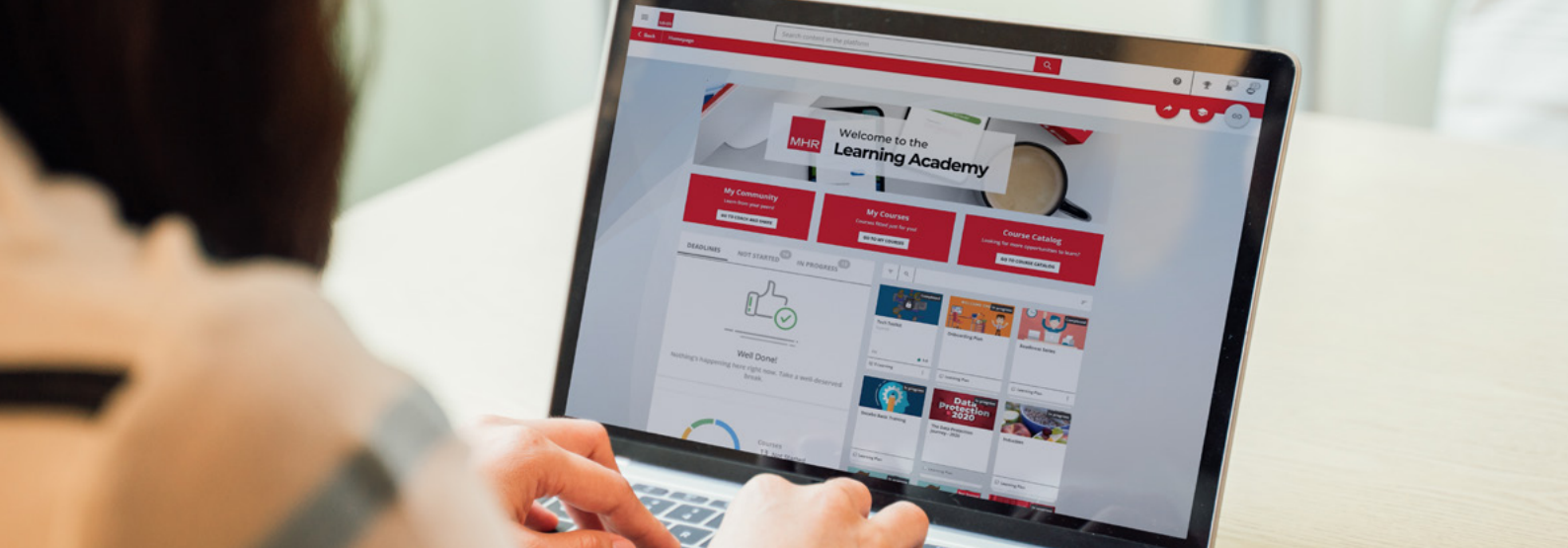
By unlocking the full potential of iTrent, you can:

- Host, track, distribute, optimise and scale your training with our Learning Management Solution (LMS), powered by Docebo
- Keep all your learning assets in one central hub. With our cloud-based set-up there's no limit to the size of your LMS
- Encourage an open dialogue between managers and employees at regular intervals with talent check-ins
- Create a consistent, engaging, employer-branded user interface for learners
- Create configurable performance review forms, unlimited performance lifecycles and flexible object management

[Listen to two of our customers discuss how they've adapted their learning in our recent webinar, using the learning management system to create, manage, track and store all their learning materials in one secure, easy to use place.](#)

Your ongoing business benefits:

- Boost employee engagement, therefore increasing staff retention rates
- Increase employee wellbeing and job satisfaction and build better working relationships
- Meet organisational goals by compliment annual performance reviews with regular check-ins to keep staff on track to meet targets throughout the year
- Save time - spend up to 80% less time preparing documentation!
- Centralised management and ease of access with engagement tracking
- Support remote working practices via engaging, mobile-enabled e-learning and virtual instructor training



Features

MHR Academy

- Create and manage personalise learning paths and clearer visibility over employee learning activities
- Automate and simplify the content creation process
- Access to a library of nearly 100,000 learning materials from 200+ specialist providers, with pre-built content covering areas such as compliance, health and safety and IT
- Driven by artificial intelligence, the LMS can tag, search and analyse your entire content library, isolating those material that are likely to be most relevant to individual users
- Many of our courses are CPD accredited to help your employees build points and certifications towards their personal or business development goals

[Watch our Learning Academy video to find out more or discover Bristol City Council's Digital Journey with MHR's LMS](#)

Performance Management

- Catalogued objectives can be browsed easily and selected for use in personal objectives
- User-definable rating methods
- Form a personal development plan automatically by identifying the learning needs of an employee
- Overdue objectives are clearly visible, as they are marked with a clear icon
- Reviews can be created which relate to either a specific position or all current positions
- The review form is available for authorisation processing
- Single view for employees, managers and the manager's reporting manager. This allows comments by all parties to be viewed side by side

Succession Planning

- Search talent pools for key positions using match and gap functionality
- Succession potential information can be viewed in a 9-box grid, providing an easy way to view talent in an organisation
- From the grid, succession planning information can be exported for further analysis
- Identify each employee's readiness to succeed
- Report on key positions, key employees and their potential for promotion, timings for upcoming promotions and risks of leaving, using the succession potential report



Check-ins

- Talent check-ins are an effective way to document conversations between managers and employees
- A check-in can be requested by either a manager or any of their employees
- Supports peer-to-peer feedback, team check-ins, one-to-one check-ins and 360-degree reviews
- All staff and meeting attendees have the option to view and update conversations they were part of
- While users do not need performance management to use talent check-ins, the two systems work optimally in unison, but are effective as stand-alone products
- Users of MHR's dashboard and reporting module will be able to view specific reports for each talent check-in

We work collaboratively with organisations to deliver standard or bespoke, scalable solutions. We can help you to overcome your talent and learning challenges, whether that's knowledge gaps, undefined processes within the organisation, or the lack of learner or trainer time.

A crucial piece of the jigsaw

iTrent is a modular platform so it is the right fit for your organisation now and you have the confidence that it can support your business as it grows or as your needs change.

iTrent is complemented by MHR's broader service portfolio including access to consulting support through our Digitalisation Consultancy.

Implementation Services, and MHR Academy to support your change management initiatives. Our Managed Services: Payroll and Pension Data Services can complement and add value to your HR and finance teams.

BOOK A DEMO



Discover more

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[HR Management](#) | [Security and Compliance](#) | [Analytics](#)

Ready to make the complex simple?
For more on how you can streamline and transform your HR and payroll processes, including an iTrent demo, just get in touch.

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iTrent