

PEOPLE FIRST TALENT MANAGEMENT

MHR



SUPPORTING EMPLOYEE DEVELOPMENT AND RETENTION

For organizations to achieve their goals and retain their talent, they need to empower and motivate their employees to perform at their best. People First Talent Management gives you the tools to do just that. It enables you to boost employee wellbeing and motivation, increase workforce resilience and grow the value of your people by developing, nurturing and empowering them.

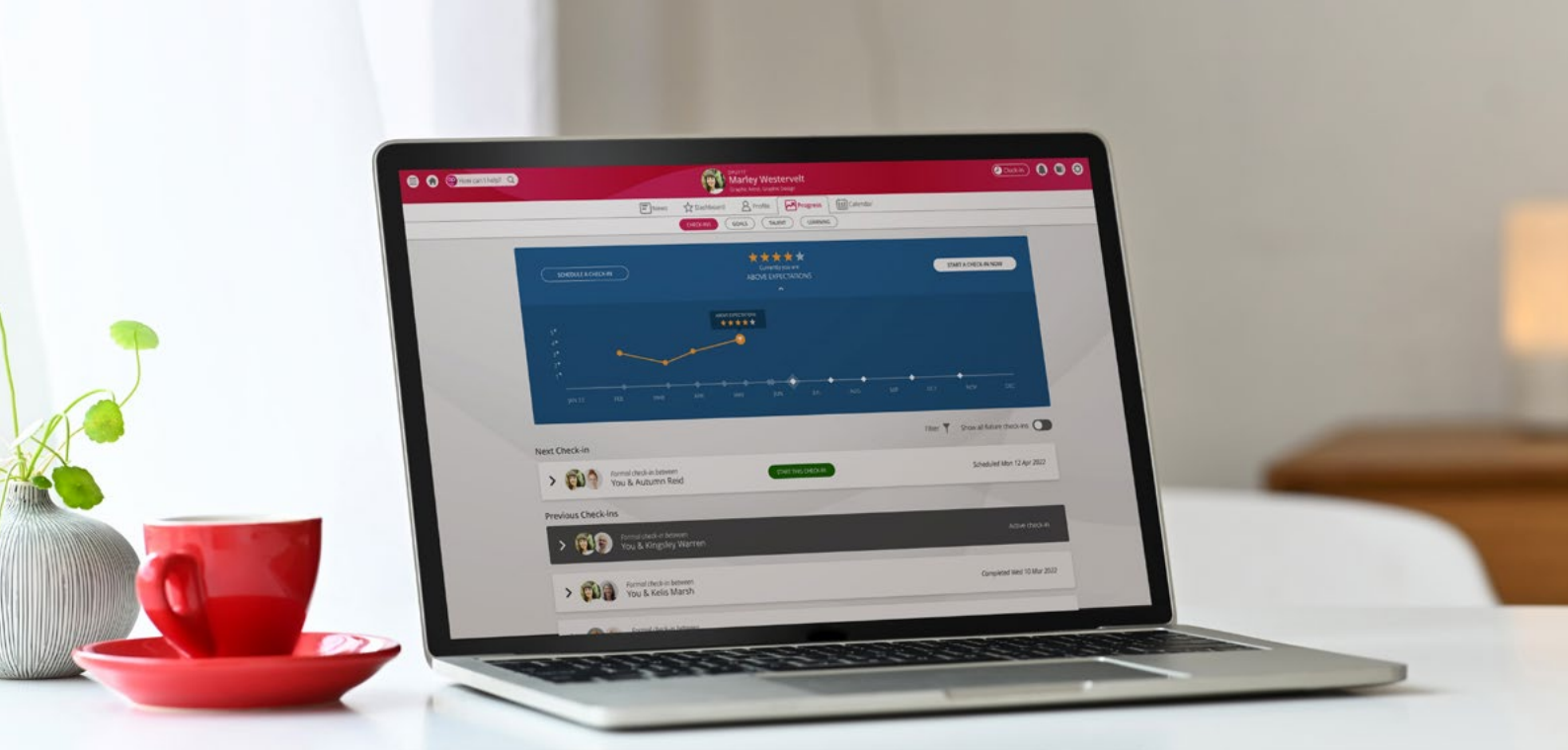
People First Talent Management delivers an unrivalled employee experience that drives efficiency, empowerment and engagement across your workforce. Enabling employees to work from anywhere at any time, the platform strengthens workforce flexibility.

It identifies individual competencies, highlights development needs and lets you effect plans that maximize the effectiveness and productivity of your workforce, no matter how remote or dispersed your people may be.

Talent profiles, competencies and job matching enable you to align the right talent to the right project, resulting in highly-empowered and effective teams. The learning feature connects employees to the right content and learning resources at the point of need. Extensive learning resources and talent management tools help you develop your internal skills base and retain your valuable talent.

**Boost employee wellbeing and motivation,
increase workforce resilience and grow
the value of your people**

people first



OVERCOMING YOUR TALENT CHALLENGES

People First Talent Management enables you to:

- Retain and deploy talent to where it's needed most
- Nurture and develop your existing people more effectively
- Improve transparency between managers and employees via check-ins
- Empower employees to take control of their own career development
- Achieve effective succession planning
- Celebrate and motivate employees by recognizing and rewarding their performance
- Increase skill levels to support business agility in responding to developing market demands
- Reduce expensive and time-consuming recruitment processes by better enhancing and retaining existing talent across a dispersed workforce

YOUR ONGOING BUSINESS BENEFITS

- Boost employee wellbeing** by empowering individuals to take responsibility for their future and supporting their aspirations
- Increase the value of your talent pool** by developing, retaining and maximizing potential across your workforce
- Minimize skills gaps** by ensuring that you can easily deploy the skills required by the business
- Build workforce resilience** through an empowered, motivated and developing workforce
- Drive productivity** by automating manual HR tasks so that employees can focus on improving their performance, learning and skills
- Reduce recruitment costs** by developing and retaining existing talent

Empower your talent to add more business value

FEATURES

TALENT PROFILE

- Employees can maintain their own talent profile, including competencies, qualifications and memberships
- Pre-configured notifications alert managers to any changes made by their people
- When a candidate is appointed, the items recorded in the applicant portal follow them into their talent profile
- Job matching compares an individual's talent profile against that of a vacancy to quickly establish a talent pool for each job

PERFORMANCE MANAGEMENT

- Store personal goals to help managers support employees and drive performance
- Create business goals with multiple participants
- Link business mission and values to individual goals to track how they contribute towards wider business success
- Check-ins provide a record of discussion, supporting transparency across goals, achievements, career progressions, support provision, success recognition and development needs

LEARNING

- A course library can be created for people to book courses, helping you remain compliant and support talent development
- Waiting lists identify when a course needs to be provisioned and help you maximize attendance at each event
- Training needs analysis enables people to submit additional training items not covered in the course catalogue, helping you assess future learning needs and create relevant and effective events
- Personal learning records are stored for reporting on Continual Professional Development
- Access to People First LMS enables you to easily host, manage and deliver training via your preferred medium, and track and measure training outcomes



See how easier meets better with People First.

For more on how you can streamline and transform your HR, payroll & finance processes, including a People First demo, just get in touch.



mhrglobal.com

people first