

# SumTotal<sup>®</sup> Talent

Talent solutions to know and grow your people

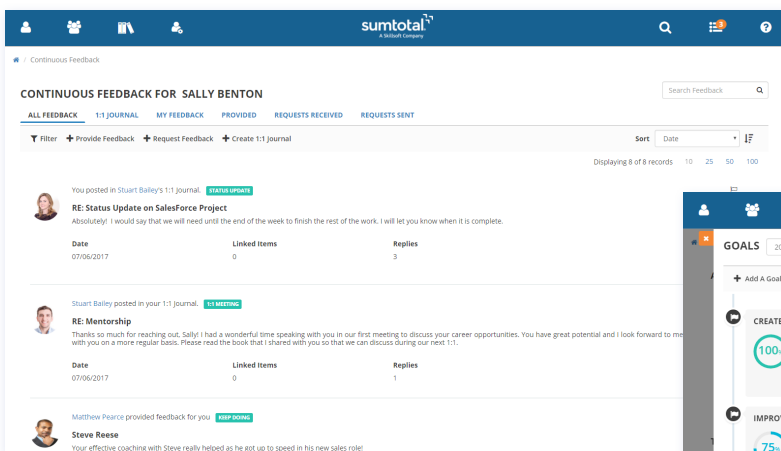
Achieving success through your people is becoming harder than ever given rapidly changing business demands coupled with evolving workforce expectations. To remain competitive, organizations must find new ways to know, mobilize, develop, grow and reward their people.

SumTotal Talent delivers a robust and holistic approach to optimizing the capabilities of your people including Recruiting, Performance and 360 Feedback, Succession and Compensation modules. With solutions that deliver an individualized experience, people are connected to meaningful and actionable personalized development insight.

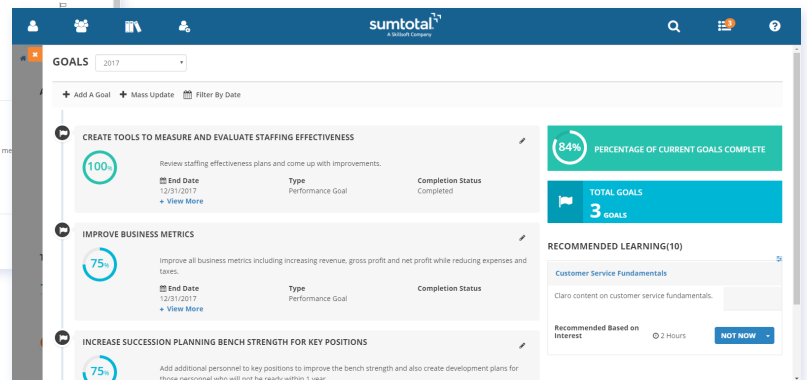
We're delivering intuitive tools that engage people with development opportunities that support professional growth – making it simple for your people to focus their efforts on strengthening the skills and competencies that will optimize their performance and prepare them for career mobility. With SumTotal Talent, unify all of your talent management processes seamlessly, to deliver insight to and across your workforce.

“Thanks to SumTotal's performance management system, Brunswick's employees now understand not only their goals, but also how they relate to the direction of the company.”

**Homer Stewart,  
Brunswick, Director of  
Executive Development**



Continuous Feedback can easily be requested, and viewed – even filtered by specific project, goal or competency – then tied back to the performance review.



Quickly align individual, team and organizational goals with an intuitive and flexible experience.

## Engage, grow and reward your workforce

SumTotal Talent provides a holistic view of your people, throughout their employment journey, empowering staff in every role in the organization to chart an individualized path for development that will impact their performance and your business.

With actionable visibility into key measures like goals and performance, people are connected with a single click to the actions that can have the greatest impact. SumTotal Talent's modern and unified approach to development makes it simple for every employee to understand their own skills and competency gaps, then identify and prioritize the development activities that will help them succeed and grow. Build on these core talent capabilities with a number of additional available Talent modules

### SumTotal Recruiting & Onboarding

Strengthen the candidate experience and streamline the hiring life cycle from talent needs assessment, requisition creation and sourcing, to candidate selection and onboarding. Ensure you are hiring the right people by providing candidates with a superior experience and tools to make it easy for recruiters and hiring managers to speed up the recruiting process.

### SumTotal Performance & 360 Feedback

Fuel employee development with targeted and meaningful feedback, captured continuously with ease, right from a mobile device or on a desktop. With anonymity, external raters and feedback specific to competency and behaviors, capturing 360 feedback is simple. Managers can evaluate hourly and union employees with streamlined performance assessments.

### SumTotal Succession

Ensure critical leadership continuity with tools that identify, model and nurture the talent poised to take on critical roles. Leverage the robust succession view to assess risk and status, and identify and manage talent pools.

### SumTotal Compensation

Leverage a robust set of capabilities to manage complex budget scenarios, understand the impact of compensation decisions, support pay-for-performance and deliver employees visibility.

## Features

intelligent tools for hiring managers and recruiters

Mobile first design with smartphone optimization

Seamless connection to learning content

Record and track one-on-one employee conversations

Create personal and professional development plans all in one place

Standard or custom compensation plans

Search talent profiles to discover top talent and build talent pools

## Benefits

Improve employee engagement

Reduce voluntary turnover




Increase productivity

Offer employees development opportunities

Close skills gaps



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