

# Sage HRMS

## Sage HRMS Talent Management by Cornerstone OnDemand

### *Execution Is Not Enough: Move Toward Empowerment*

HR and talent management practitioners are faced today with daunting challenges. Workforces are changing quickly—hierarchies are flatter, career paths are no longer linear, workers are more geographically dispersed, and generational differences are as sharp as ever. Ensuring that you have the right people with the right skills in the right roles and at the right time has a serious impact on your organization's ability to execute and grow.

Sage helps organizations of all sizes and in all industries to improve Return On Employee Investment (ROEI)<sup>™</sup> by increasing employee engagement, productivity, retention, and alignment with organizational goals. It's that simple. The Sage HRMS approach is based on three concepts:

- 1. An integrated approach to talent management drives better bottom-line results for your organization.** This means having all the components of talent management under the same roof, presented in the same user interface, reportable from the same reporting tools, and administered in a highly flexible way.
- 2. Learning drives performance at every turn in Cornerstone, because business alignment alone and performance appraisal in isolation are not good enough.** Training and development make performance appraisal actionable, succession planning meaningful, and career pathing functional.
- 3. Sage HRMS Talent Management by Cornerstone OnDemand is a unique combination of on-premise HRMS and Cornerstone's multitenant Software-as-a-Service (SaaS) talent management solution.** Your favorite HRMS solution is now integrated with industry-leading talent management software, all designed for midsized organizations.

Sage HRMS Talent Management covers the employee lifecycle, from onboarding through learning management and performance measurement to succession planning (and even outside to your customers and partners).

Start with the full suite or use either of the two components for learning management or performance management separately. Choose a talent management system that can grow with your needs.

## TALENT CHALLENGES

- Which employees are best positioned for leadership roles?
- Our end-of-year performance review isn't working. How can we make performance measurement more meaningful?
- What data do we need to build a real pay-for-performance culture?
- How can we use talent pooling and succession plans to build a company that can better respond to change?
- How can we give employees input into career development?
- How can we extend our training and certification programs to customers and partners?

Due Date	Action
01/10/2011	Launch
10/15/2011	Launch
11/30/2011	Launch

# Two Components of Talent Management by Cornerstone OnDemand

## Sage HRMS Learning Management by Cornerstone OnDemand

### Learning Management System (LMS), Compliance, and Collaboration

Sage HRMS Learning Management allows you to create, manage, and deliver personalized training programs that bring together targeted, blended learning initiatives for all members of your organization. The system includes preloaded e-learning titles from providers. Social networking features deliver a complete Enterprise 2.0 platform to drive social learning, professional networking, and meaningful collaboration.

#### Key Business Impacts

- Increase productivity
- Increase talent retention
- Fill skill gaps
- Lower administration costs
- Reduce compliance risk
- Enable high-impact social learning
- Facilitate connections between people

## Sage HRMS Performance Management by Cornerstone OnDemand

### Performance, Compensation, and Succession Management

A platform for performance appraisal and the alignment of individual goals with departmental objectives and organizational strategy. Go beyond simple assessment to link the outcome of skill gap assessments to development plans in order to close gaps. Identify promising talent and critical roles within your organization and ensure that the right people are promoted to the right positions. Finally, engage your employees in their own career development within the organization.

#### Key Business Impacts

- Increase visibility into employee performance and productivity
- Grow a competency-driven culture
- Align day-to-day tasks with organizational objectives
- Link performance and pay
- Identify/track high-potential employees
- Plan for long-term organizational health

## BENEFITS

- Increase Return On Employee Investment (ROEI)<sup>TM</sup> by increasing productivity and lowering employee turnover rates
- Identify skill gaps across the organization
- Increase retention of key performers
- Spend your training budget more efficiently
- Link performance appraisals to development actions (and close gaps)
- Develop a healthy leadership pipeline
- Include social technologies to drive employee engagement and innovation
- Reduce administrative costs
- Reduce risk of noncompliance
- SaaS means no software to install or maintain

The screenshot displays the Sage HRMS interface. At the top, there are navigation tabs: Home, Learning, Connect, Performance, Succession, Compensation, My Team, and Reports. Below this, the 'My Team' section is active, showing an organization chart and a list of team members: Curtis Stinson (Vice President, Op), Marissa Andrews (Manager), Clark Colben (Manager), Jacob Jackson (Manager), and Elliot Jones (Scheduler/Forecast...). To the right, there are tabs for Tasks, Profile, Performance, Calendar, and Comments. The main content area is divided into 'Current' and 'Archived' sections. Under 'Current', there are two sections: 'Assigned Training' and 'Assigned Tasks'. The 'Assigned Training' section contains a table with columns for training title, status, and due date. The 'Assigned Tasks' section contains a table with columns for task title, status, and due date.

Assigned Training	Status	Due Date
Careful Communication 4.0	Registered / Past Due	10/12/2011
Communicating Clearly (Includes Simulation)	Registered	11/12/2011
Essentials of Leadership	Wallisted	None
Onboarding Curriculum for New Hires	In Progress	None

  

Assigned Tasks	Status	Due Date
Complete Manager 360 Review of Elaine Grant	Not Started	11/15/2011
Complete Manager 360 Review of Grant Pickett	Not Started	11/15/2011
Complete Manager 360 Review of Robert Tucker	Not Started	11/15/2011
Complete Self 360 Review	Not Started	11/15/2011

Unparalleled visibility into your workforce for better talent decision-making.

## About Sage HRMS

As the longest-running HRMS solutions provider, Sage delivers flexible, scalable, and comprehensive tools to help you automate and improve your business processes and produce the information you need to better manage your workforce. Unlike other systems, the Sage HRMS solution combines low cost, ease of use, and the ability to dynamically share information with executives, managers, and others both inside and outside your organization. Sage HRMS is comprised of HR, payroll, benefits, training, and compliance solutions developed specifically for mid-sized businesses. Its flexible design provides a comprehensive array of features and the powerful reporting and analysis capabilities needed to efficiently manage your workforce.