

Talent management

What is EcosAgile Talent?

Talent Management is the process of developing and integrating new employees, developing and motivating current staff and attracting highly qualified personnel to the company.

Our solution allows you to manage and integrate the different aspects of talent management, together with supplementary information on how to find, attract, select, develop and retain employees throughout the organisation.

Successful organisations have the right talent in the right positions, motivated people and forward thinkers able to look beyond daily routines and lead the company into the future.

The underlying condition for achieving this result is the adoption of an integrated approach to talent management beginning with the definition of objectives, rules and processes for the management and measurement of indicators, and KPIs for verification.

The system offers integrated functions for the **management of the talent pool, development plans, successions, assessment models** (for co-workers, peers, upward feedback, etc.), **MBO** and **Stock Options**.

The product is fully integrated with all the other products in the EcosAgile suite.

Why EcosAgile Talent?

Who is it designed for

EcosAgile Talent is essential for businesses of all sizes, professional firms and public institutions that want to improve business performance by leveraging on the development of human resources and the ability to attract and develop skills, motivation and talents.

Our solution allows you to manage the potential of employees in terms of "a person's ability to grow and take on more responsibility, both in size and in scope", i.e. "their ability to handle increasingly large and complex activities, coordinating or guiding others resources" through the creation of worker potential development programs not just through performance measurement instruments, but highlighting those that "can do" and those that may be able to in the future, both through vertical and horizontal career prospects.

Individual **motivations, leadership assets, skills and knowledge** are systematically traced in order to identify the Key Position that can be occupied by the employee in the times indicated.

Don't make any decisions without having assessed why EcosAgile Talent is so different.



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EcosAgile Talent : Why is different?

- ✓ because it is a simple and efficient product
- ✓ because it is not a product like the others: combines strong innovation, cutting-edge technology and process expertise into a solution unique for usability, quality and flexibility
- ✓ because is the product can provide real added value by overcoming any current limitations and freeing your resources and energy.



INNOVATIVE solutions

A unique and innovative platform

F O R E N T E R P R I S E

The EcosAgile platform is based on an innovative technology that manages objects and relationships through a configuration approach, without complex and expensive project, programming and testing phases.

The product can be customized with simplicity and functionality is constantly improved. A unique feature is the fact that **customizations and release upgrades coexist without additional costs and risks**, adding value to the investment over time.

The same end user can manage changes over time in a simple and autonomous fashion, without any programming.

The **solution** is fully **web based** and is delivered in **Cloud/SaaS mode** or in **on-Premise/License Agreement mode**.

Advantages

- ✓ Extraordinarily flexible and easy to use
- ✓ Complete and integrated, even with existing company software and always updated to the latest version
- ✓ Quality for Total Cost of Ownership that competitors cannot match



MAXIMUM ACCESSIBILITY, WEB 2.0

Easy extension of the information/procedures to management and staff through the Self-Service functions and workflows already bundled in the standard product.



NATIVE HANDLING DEPTH HISTORICAL DATA

The correlation between the current and historical information is handled natively by the package, with significant benefits in terms of lower cost, higher quality and better integrity of the information managed.



POWERFUL AND STATE OF THE ART

Multi-company, multi-country, multi-language (including Unicode management) and multi-currency. Careful security/privacy management. Powerful workflow engine.



MAXIMUM WEALTH OF INFORMATION

Any report, list or grid can be exported to excel. Default charts, flexible analyses and analytics rapidly provide all the information needed to work with your business data.