

EcosAgile

Performance assessment and talent development software

Tools and solutions that help HR managers onboarding, developing current employees, and attracting top talent.



What is Talent Management?

Talent Management refers to an HR approach aimed at attracting, retaining and developing people in the organization, with the goal of *creating a competitive workforce* equipped with the most sought-after and specific skills in today's increasingly complex and digital environment: it is not so much about "managing" people and their skills, but rather about "**enhancing**" them to drive growth and innovation.

Talent Management is a complex process that requires digital methodologies and support tools: in fact, for **HR managers**, doing Talent Management means *adopting a new method and approach* in both the selection and management phases of each individual talent.

“—
| According to a study by Jacob Morgan, companies that invest in the employee experience by improving culture, technology and the work environment have four times higher profits than those that do not.
—”



Talent Management

Stages and Processes

Identifying, selecting and recruiting talents, drawing up contracts that meet their expectations and the company's objectives.



Gather feedback and track current and required skills to identify gaps to focus on.

DEVELOPMENT

LEARNING

Plan training paths based on specific needs and skills to add value to the organization.



Measure performance through an effective appraisal system, with ongoing monitoring aligned with business objectives to support people's growth path.

PERFORMANCE



EcosAgile software for Talent Management

EcosAgile Talent is the performance evaluation and talent development software in the cloud that supports the HR manager in all the processes of attracting, motivating and developing employees and their competencies. The system provides, in an integrated way, the functionalities for the management of talent surveys, development plans, succession, staff evaluation models according to competencies, performance and criteria.

EcosAgile Talent can be integrated with the Learning module for the management of training processes, such as sessions, the provision of self-service, classroom or external courses, and the execution of evaluation questionnaires.



Cloud

EcosAgile Talent is delivered in the cloud and is characterized as a flexible, simple and cost-effective solution accessible via the Internet. System updates are continuously released to ensure that users always have the latest version of the product.

Responsive

The platform is accessible from any device. The responsive design allows navigation from a desktop, tablet or smartphone.

User experience

Immediate, clear and easy-to-use graphical interface to help the user navigate and structure a personalized, engaging and fulfilling experience.

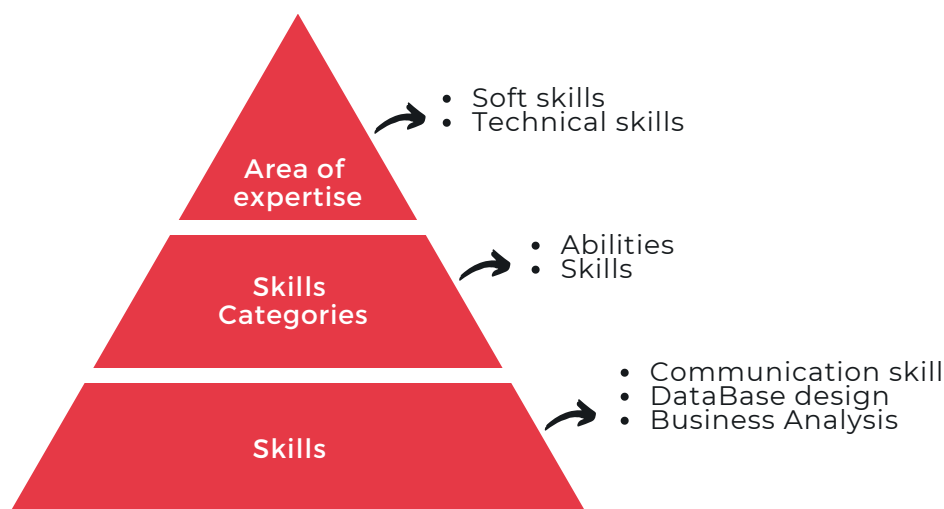
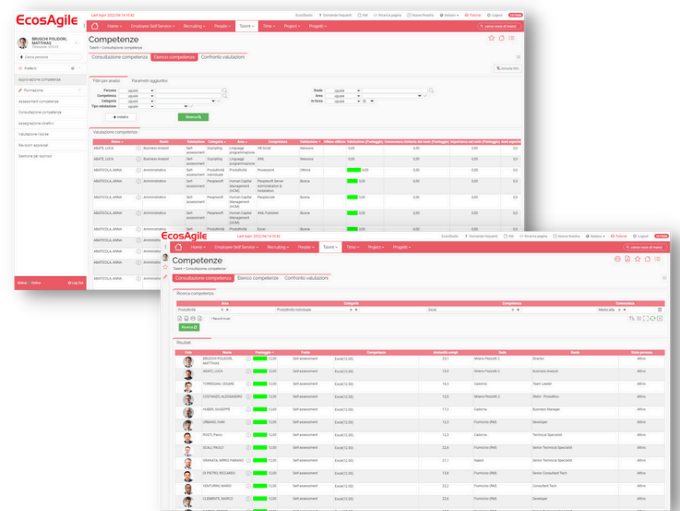
SKILLS MAPPING AND ASSESSMENT

Skills mapping is an increasingly common process in organizations to manage human resources and meet business needs through a broad and detailed understanding of the skills that exist, those that need to be developed, and those that need to be recruited from outside to meet objectives. In effect, skills mapping is about putting the right resources in the right places by understanding in detail the individual knowledge and skills of each employee, identifying any gaps, and understanding where training or new hiring processes need to be initiated.

EcosAgile Talent

includes features such as:

- Skills Model
- Skills Assessment
- Skills analysis by role
- Skills Gap Analysis
- Reporting and dashboards



The competency model can be organized in 3 levels, which can be configured by the customer according to the business needs.

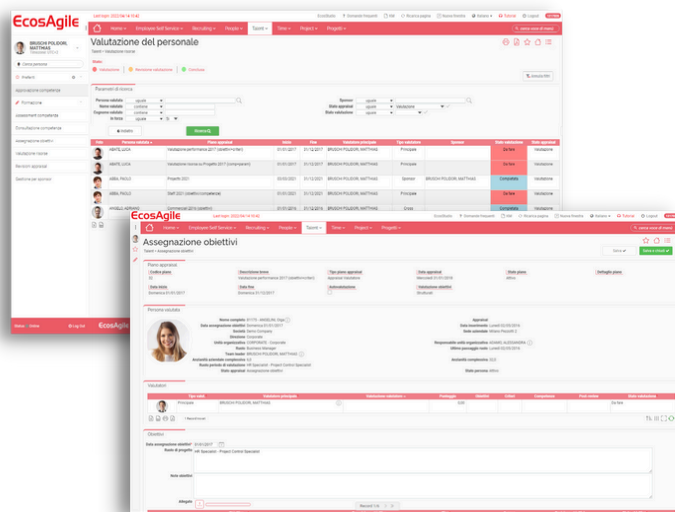
PERFORMANCE MANAGEMENT

Performance Management is the set of activities, processes and systems used to align the organization with its strategy and objectives through parameters and techniques of performance evaluation and measurement: the purpose is to continuously improve and develop performance, both individual and collective, so that it is always aligned with the strategic objectives of the organization, aligning the entire organization with principles of accountability and results achievement.

EcosAgile Talent

includes features such as:

- Appraisal plan definition
- Definition of objectives and criteria
- Plan types, actors and appraisers
- Appraisal process management
- Reporting and dashboards



EcosAgile Talent's performance management model allows for qualitative and quantitative assessment of goal achievement, outlines guidelines and actions for development and appraisal paths, and tracks performance and incentive parameters.



SUCCESSION AND DEVELOPMENT

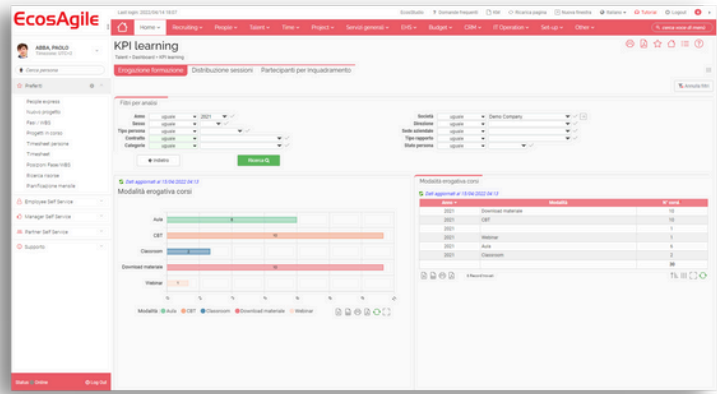
The system also provides functionality for managing the talent pool, **development plans**, succession, and **MBO and stock option** management. It includes the control and definition of **succession** and career **plans** to identify key positions that can be filled with talent in the future.




e-learning


corporate library


training management



ECOSAGILE LEARNING

The goal of the **EcosAgile Learning** module is to program functional training paths for each resource so that talent can continue to grow and acquire qualifications and certifications useful for their role and career path. It allows the *management of sessions* and resources, the delivery of self-service, classroom or external courses, the execution of course evaluation *questionnaires*, and the collection of useful materials in a large online library accessible to all employees.



ABOUT US

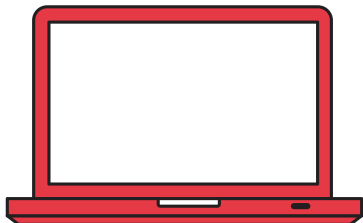
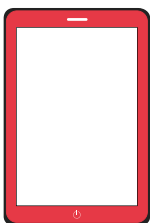
EcosAgile is the software platform for the management of human resources and all **people-centric** processes, developed and perfected over the years by SoftAgile, an Italian company that produces software for human resources management and development.



Founded in 2001 in **Milan**, the company, with its R&D team that has been working in the field of HR management for more than **20 years**, creates and optimizes solutions dedicated to SMEs and multinationals.

EcosAgile is designed to be used in the **Cloud**. It is web-based and has software and smartphone applications on both **ios** and **Android** to support various HR management activities.

Timesheet, Projects, **Expense Reports**, Attendance, Leave and Absence Requests, Leave Plan Management, Time and Attendance and Access Control, Vehicle Fleet and Corporate Property, **Evaluations and Competencies**.



EcosAgile

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