



## Workstream | DATA SHEET

INSPIRE YOUR WORKFORCE, TRANSFORM YOUR BUSINESS.

### WORKSTREAM DEVELOPMENT VERSION 7

#### Workstream's Talent Management Modules:

- **Compensation**  
Streamline your planning process while rewarding your top talent
- **Performance**  
Achieve business results and increase employee fulfillment
- **Development**  
Improve organizational performance and individual engagement
- **Succession**  
Ensure strong leadership for key positions
- **Communicator**  
Increase organizational communication and engagement
- **Recruitment**  
Streamline the selection process
- **Total Rewards Statements**  
Increase retention, save costs, and motivate your employees
- **Rewards and Recognition Programs**  
Increase employee motivation and morale

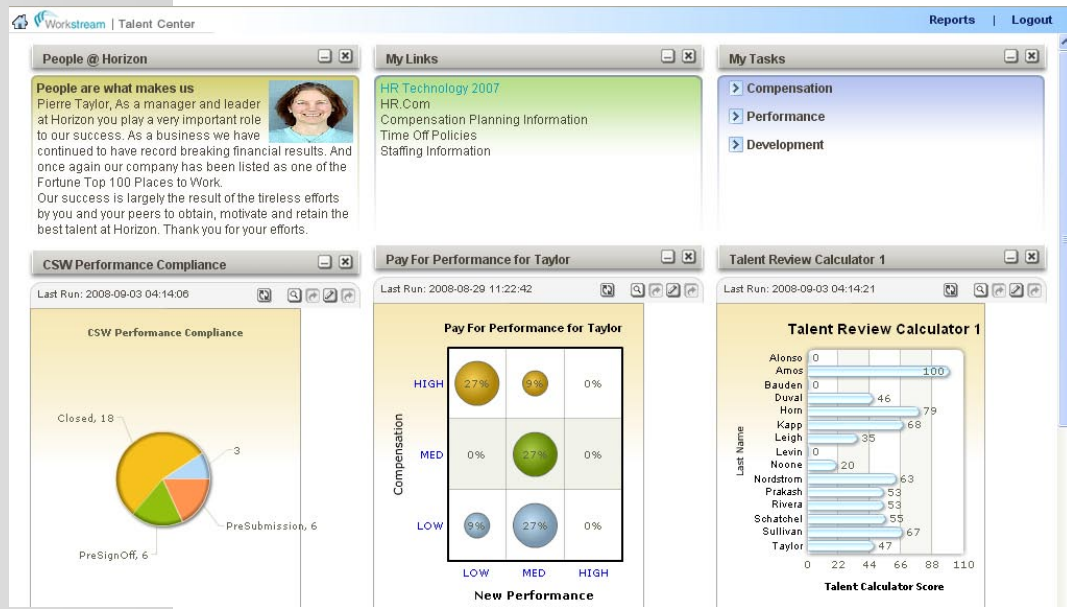
#### Motivate, Retain, and Develop Your Employees

Today, organizations are working harder than ever to retain and motivate their team. With talent shortages tightening the potential workforce, now not only is it more cost-effective to retain employees, it is a strategic imperative to retain the best employees. **Workstream Development** provides a comprehensive, easy to use solution to help you do just that. **Workstream Development** guides you in developing key competencies for your workforce, enabling your line managers to easily track team progress towards development objectives. In addition, Workstream Development offers employees motivating career planning capabilities and showcases a customized dashboard of progress for executives, all in one solution.

#### Value of Workstream's Unified Development Solution:

- **Reduce Turnover** – Turnover is one of the most expensive costs that any organization faces. Workstream Development reduces turnover by guiding employees on a career path within your business and then empowering them with the tools to grow into their chosen career.
- **Motivate Your Employees** – Workstream Development can help your business empower engaged and motivated employees by offering them the knowledge and tools to accomplish their development goals. Tools like our Competency Portfolio and Individual Development Plans help employees engage in their own development process to become more committed to their progress and goals and more productive members of your team.
- **Unified Talent Management** – Development, Performance, and Succession planning activities along with 360-feedback can be completed via one entirely integrated platform. From one view, you can see an employee's development plan, performance appraisal and succession profile without having to switch applications. Along with Workstream Compensation you can leverage a true Pay for Performance solution.

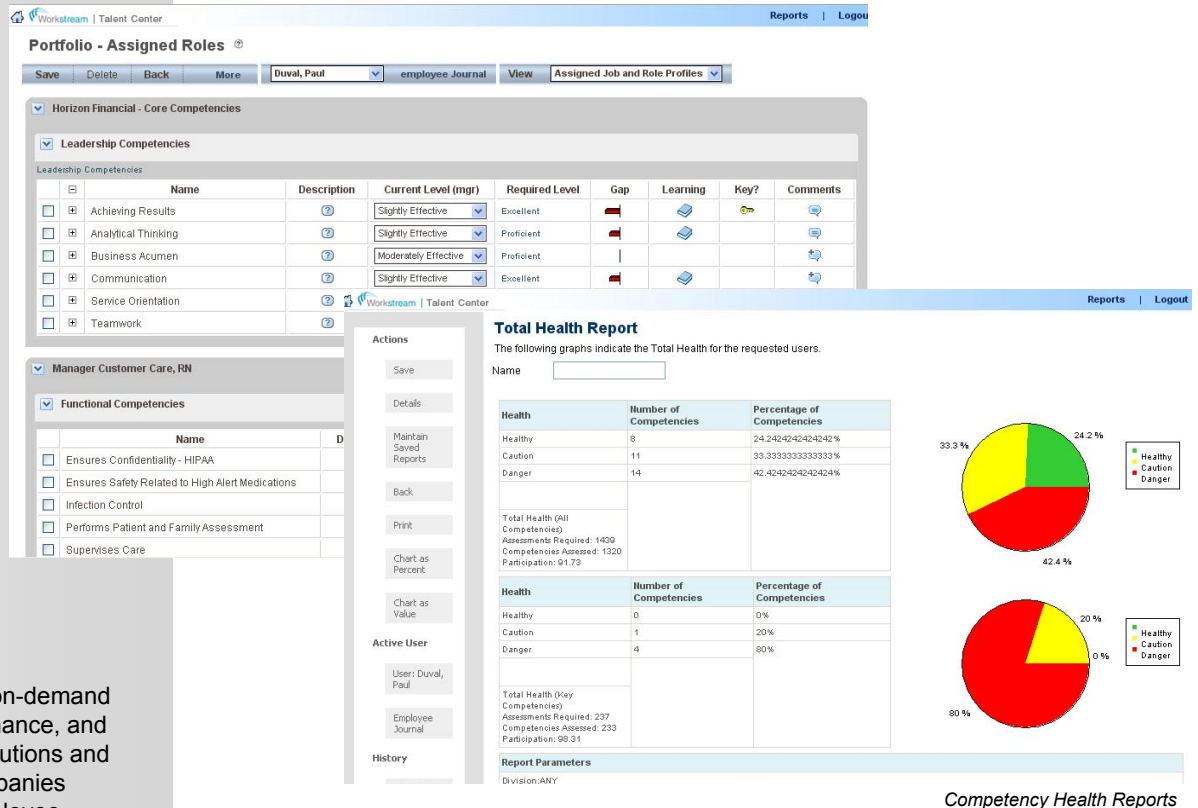
- **Informed Decision Making** – TalentCenter Version 7 features a built in reporting platform. Workstream’s reporting tool uses a template-based approach that makes it easy to adjust standard reports through a point and click web interface. Role based dashboards and embedded charts allow an unlimited number of dashboard views, thus providing the user immediate visual access to the decision support data they require.



Personal Workspace

### Key Workstream Development Capabilities:

- **Highly Configurable Solution** – Workstream Development is highly configurable, offering numerous options for every aspect of competency development, succession planning and organizational charting. Options include self-assessments, manager assessments, 360° feedback, nominating successors, self-nomination and more.
- **Individual Development Plans** – Employees and managers can draft and manage individualized development plans that focus immediate performance requirements and knowledge gaps while at the same time helping employees develop skills related to their career aspirations.
- **IDP Compliance Reports** – HR and Training and Development can continuously monitor compliance and activity easily through traditional reports and dynamic dashboard visuals.
- **Competency Assessment** – Enables “true” competency assessment at both competency and behavior levels. It also tracks other employee attributes important for succession planning or resource planning, such as education, certifications and licenses.
- **Competency Content** – Workstream Development is equipped with the integrated Workstream Competency Library that boasts over 9,000 behavioral and functional competencies grouped into over 500 general job role profiles and an additional set of 3,000 healthcare specific competencies.



## About Workstream

Workstream provides on-demand compensation, performance, and talent management solutions and services that help companies manage the entire employee lifecycle. Workstream's talent management solution provides a unified view of all Workstream products and services including Workstream's dynamic Pay for Performance solution. Beyond mere process automation Workstream's TalentCenter enables strategy execution by providing superior decision support guidance to users to help them align decisions with organizational strategy and vision. Access to Workstream's talent management solution is offered on a subscription basis under an on-demand software delivery model to help companies build high performing workforces, while controlling costs. With offices across North America, Workstream services customers including Kaiser Permanente, Marshfield Clinic, Chevron, The Gap, Nordstrom, and Wells Fargo. For more information visit [www.workstreaminc.com](http://www.workstreaminc.com) or call toll free 1-888-221-4005.

## U.S. Headquarters

2600 Lake Lucien Drive  
Suite 410  
Maitland, FL 32751 USA  
Tel: 407-475-5500  
Toll Free: 888-221-4005  
[www.workstreaminc.com](http://www.workstreaminc.com)  
[info@workstreaminc.com](mailto:info@workstreaminc.com)

- **Integration Capability** – The solution is capable of integrating with third party Learning Management Systems to link competency gaps to appropriate learning courses and activities.
- **Competency Health and Ranking Reports** – The reports aggregate competency gaps and rank employees based on any competency profile selected.
- **Multi-Lingual Capability** – All Talent Center Version 7 solutions including Workstream Development can be deployed in any language as needed to support global requirements.
- **Dynamic Supporting Data Views** – Version 7 introduces a groundbreaking capability that allows users to complete work in one pane while viewing any other data in a second pane including dashboard visuals, reporting data, help content, utilities from across every TalentCenter module and more, thus helping the user make the most informed decision possible.

## A New Era in Talent Management Applications

TalentCenter Version 7 marks a dramatic and lasting change in the Talent Management landscape. In the past, applications that were capable of global deployment required extensive customization. Now, customers may control the look and feel, language and configuration variations required for global roll outs in a standardized environment. Data exchange and analysis is also made simple with TalentCenter Version 7, which now offers a common data interface and reporting platform. By simplifying data exchange and analysis, it is now easier than ever to deploy the applications you need and enjoy the synergies of a unified Talent Management Suite.