



## Workstream | DATA SHEET

INSPIRE YOUR WORKFORCE, TRANSFORM YOUR BUSINESS.

### WORKSTREAM PERFORMANCE VERSION 7

#### Workstream's Talent Management Modules:

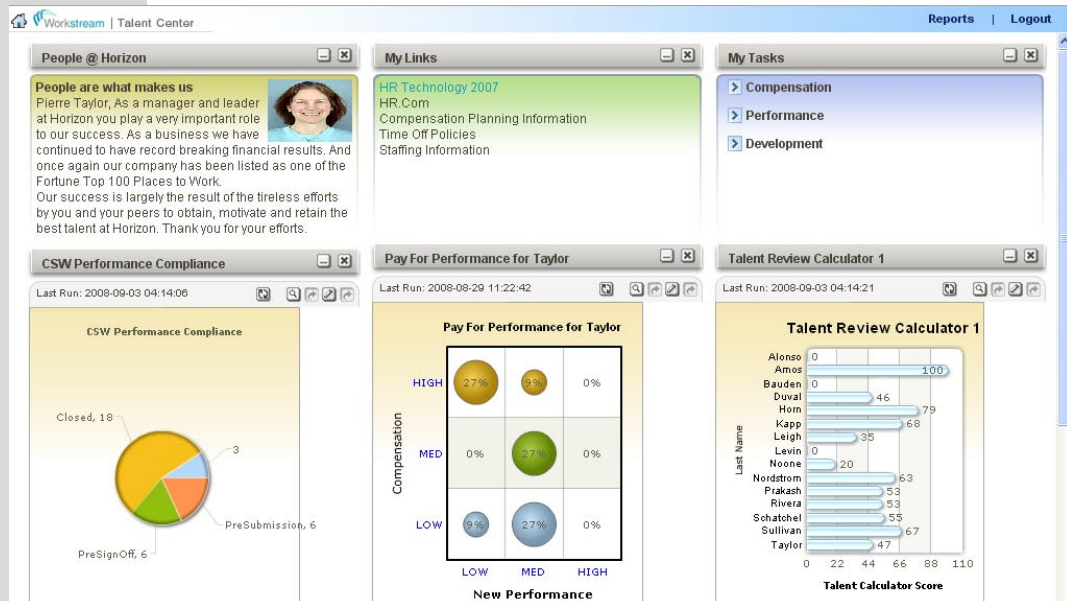
- **Compensation**  
Streamline your planning process while rewarding your top talent
- **Performance**  
Achieve business results and increase employee fulfillment
- **Development**  
Improve organizational performance and individual engagement
- **Succession**  
Ensure strong leadership for key positions
- **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

#### Achieve Business Results and Increase Employee Fulfillment

Today, your organization is working harder than ever to attain your business objectives with limited resources. With talent shortages tightening the potential workforce, it is a strategic imperative to identify, retain and motivate your best employees. Strategic performance management practices can also help align your organization, enhance communication and most importantly achieve business objectives. Workstream Performance can serve as a strategy enabler for your organization by providing the tools to help change your performance management process into a dynamic cycle for aligning the organization, communicating with employees and achieving business objectives.

**From simple to comprehensive, this flexible solution can help you support a range of performance management models including:**

- Goal Alignment
- Balanced Scorecard
- 360 Assessments
- Competency Assessment
- Integrated Talent Management when deployed with Workstream Development
- Seamless Pay for Performance when deployed with Workstream Compensation
- When deployed with Workstream Development, the resulting solution provides a comprehensive performance management methodology with integrated employee development, leadership development, 360 feedback and succession planning.



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

- **Achieve Results** – Create effective performance plans that track both key goals and the competencies required to achieve them while supporting aligned development planning to directly address competency gaps.
- **Streamline Your Processes** – Automate the entire process, including workflow management, to-do lists, reminders and compliance reporting.
- **Align The Organization** – Aggregate performance data and processes to impact business strategy and planning.
- **Unified Talent Management** – Integrate performance management with other human capital processes: selection, employee development, 360 feedback, succession planning and compensation planning.
- **Global Support** – The solution is capable of being deployed in any language as needed and, with Workstream Compensation, in any currency to meet your global Pay for Performance requirements.
- **Support Your Processes** – Easily configure the solution to meet today's needs and make revisions to meet future needs - continuous process improvement – a system you can grow with. The solution is also equipped to support multiple template plan types, meaning various business units can support their own processes – not a one size fits all solution.
- **Monitor Competency Strength** – Utilize and modify Workstream's human capital content including the embedded industry leading competency library to make competency assessment and development planning simple and easy. Competency sets can be assigned by role, meaning people are assessed on the factors that most matter to the individual's contributions.

The screenshot displays the Workstream Organizational Goals Utility interface. The top pane shows a 'Filter Goals' section with dropdowns for Organization Level (All) and date ranges (01/01/2008 to 12/31/2008). Below is a tree view of organizational goals, including 'Corporate Sub-Organization: Increase revenue by 10% over last fiscal year' and 'Division Client Services: Achieve 85% Patient Renewals'. The bottom pane shows a 'Performance Review Shot' for 'Union Healthcare 2008 for Paul Duval', with a 'Competencies' section containing a table of leadership competencies.

Leadership Competencies					
	Name	Description	Current Level (mgr)	Required Level	Comments
<input type="checkbox"/>	Achieving Results		Slightly Effective	Excellent	
<input type="checkbox"/>	Analytical Thinking		Slightly Effective	Proficient	
<input type="checkbox"/>	Business Acumen		Moderately Effective		

Performance Review Shot

- Access to Information When it Matters Most** – Version 7 introduces a ground breaking 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. Best of all, this capability is enabled through an intuitive drag and drop technique requiring minimal to no additional training.
- Informed Decision Making** – Drive more informed business decisions through the use of Workstream's Version 7 built-in and flexible reporting platform. Immediately check on such key data points as status of organizational goals, performance results, competency health, compliance details and much more through visual role based dashboard displays or flexible template reports that can be adjusted by the end user through a simple point and click interface.

### 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.

### 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.

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