

Talent and HR Solutions

People: find them, grow them, keep them.



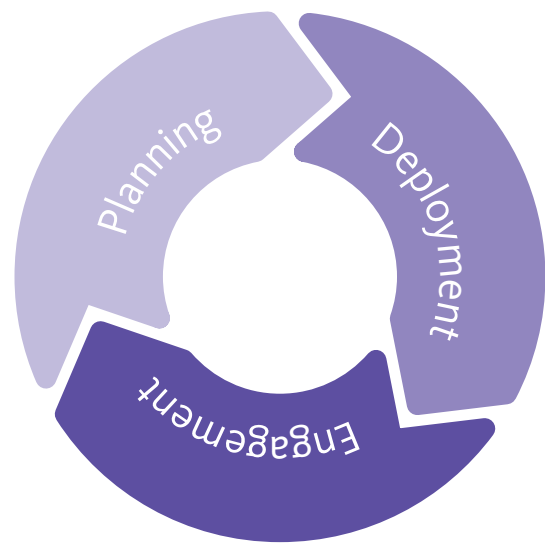
Make it Happen

Talent management is a set of interwoven processes aiming to attract, develop, retain and engage the best people. Your people – the heart of your organisation – drive performance and results for your business.

Talent Management Wheel

Our talent management wheel illustrates our holistic view of managing the talent within an organisation. It shows how business strategy and talent capability work together to drive performance and how successful planning, deployment and engagement leads to better service delivery.

Using a tailored combination of improved human resources (HR) processes, increased business intelligence and the right technology, we can help you get to where you want to be.



Talent Planning

When it comes to your people, you can find truth in that age old adage “failing to plan is planning to fail”. We can help you to develop your strategic talent plan, make the most of your valuable assets and make the best decisions for your business.

Human capital strategy: an HR strategy driven by your company’s overall business and HR goals

Design and implement a governance structure, a talent management approach, an HR delivery service model and meaningful metrics.

Workforce planning: reorganise, align and create efficiencies in your workforce

Maintain a workforce that supports your needs and future business goals; use metrics, including size, skills, location, motivation and price, to make sure you spend your budget on having the right people at the right time.

High-performer profile and measurement: quantify the expense and effectiveness of optimising high performers

Define and isolate the specific factors that make your top performers excel, and use these results to create a high performer profile.

Supplier selection, management and oversight: establish and maintain a framework

Improve the quality of relationships by building on your HR suppliers’ strengths and identifying areas for improvement.

Mergers and acquisitions: specialist assistance with transition and integration

Support and services for both pre- and post-deal phases, focusing on: due diligence, company and talent; rewards and benefits; and change and implementation.

Right people, right place, right time.

Using a tailored combination of improved HR processes, increased business intelligence and the right technology, we can help you get to where you want to be.



Talent Deployment

There's no reason why your HR team shouldn't be running like a well-oiled machine, whether it's supporting a changing headcount, workforce optimisation or a reorganisation. We can help to minimise costs with reduced day-to-day administration efforts, informed decision support and increased self-service.

HR process and programme design: creating high-performance, resultsdriven HR teams

Make it happen with benchmarking, process improvement, and programme assessment and design.

Change management: making it 'stick' and measuring results

Assess your change readiness and stakeholder impact, and develop a road map to deliver the right communications and tools at precisely the right times.

Career pathing: creating the right job and role structures

Align performance management objectives with self-assessment processes for your employees.

Employee life cycle services: from the initial introduction to the final farewell

Design onboarding processes that drive increased acclimatisation, acceptance and retention, and offboarding solutions that ensure smooth redeployment and separation experiences.



Talent Engagement

Your employees are among your most valuable assets, adding maximum value when they are present and productive. Understanding how their work contributes to the success of the company, and understanding the culture, reward and principles of your company, means happy and engaged people delivering value for your business.

HR portals: streamlining data management

Establish a flexible platform that provides sophisticated user functionality and covers all audiences and purposes; incorporate new and existing self-service tools to help drive desired workforce behaviours.

Personalised communications: make it count

Deliver highly targeted messages, personal data and educational content to your workforce in the medium preferred by each end user.

Recommendation engines: DIY solutions

Improve HR, manager and employee productivity by providing the information and tools needed to promote greater self-service through data and socialbased recommendations.

Training: ensure commitment and adoption

Design structured on-site, classroom, one-to-one and online training that aligns employee education programmes with change management initiatives and your company's objectives.



In Their Words

“Your team has become an integral part of our extended family ... great technical knowledge, outstanding project management skills, and professionally and personally a pleasure to work with. We are very pleased with the selection of Conduent HR Services to support this integration.”

Talk to Us

Managing HR decisions associated with changes and trends without a people strategy is like hiking without trail markers. Your people strategy should be your compass, and we'll be your guide. Please contact:

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