

Skills Analytics / Patented Search / Job Matching

Companies are constantly measuring their People, Process and Technology initiatives. While there are a multitude of scorecards and analytics around processes and technology, firms come up short in analytical assessments for the People aspect of their organizations.

TalentBrowser provides a Human Capital Analytics capability that helps companies automate the assessment of people skills, experience and capabilities, and efficiently and effectively optimize people initiatives.



Challenge	TalentBrowser Solution/Service
Critical Skills Gap Planning	Identify and quantify the shortfall between current workforce skills and experience versus organizational governance model
Global Location Planning	Review and manage individual resources and teams by location needs to ensure efficient deployment and global agility
Human Capital Risk	Identify critical roles, skills and experience in short supply and projected to be lacking based on future business strategy
IT Risk	View, assess and quantify strategic IT workforce skills needed to evaluate and minimize technology risks
Learning and Development	Utilize resource inventory data to adjust learning management practices and budgets to better develop and engage employees
Pipeline Forecasting	Forecast which resources will be available with the required skill sets for future projects in the pipeline on an as-needed basis
Project Planning	Assess and assign internal and external resources to project teams to achieve timely service delivery and optimization
Recruitment Strategy	Develop a corporate-wide taxonomy to encapsulate business intelligence and standardize candidate assessment
Reduction in force	Redeploy high value existing, displaced or downsized resources quickly and efficiently
Retirement and Resignation Planning	Map and assess skills and expertise of current organizational hierarchy to identify and foster next generation leaders
Employee Self Service and Talent Mobility	Create a talent marketplace to allow resources to become engaged in learning and developing new skill sets thereby enabling them to qualify for projects of their choice
Overall Human Capital Revenue Management	Minimizing reductions in staff through the redeployment capability will save severance and recruiting costs

