



Workday Talent Optimization

The world of talent is changing and the worker experience is critical. Organizations need the tools to invest in people at every stage of their career journey. This requires a shift from capturing talent data in a siloed system to putting it at the center of many of the business decisions you make today. Workday Talent Optimization incorporates people, business, and talent data into a single system, allowing you to attract, retain, and develop a workforce for whatever comes next.

Workday Talent Optimization helps you make data-driven talent decisions, understand and nurture top talent, and engage your workers.

- **Tap into skills and talent data:** Use worker data—such as performance, skills, and career interests—to realize the full potential of your organization and your people.
- **Empower managers:** Give your managers the tools they need to facilitate a meaningful experience between the employee and employer.
- **Engage your people:** Provide career development tools that allow for career exploration, growth, and contribution.

Make data-driven talent decisions.

Dashboards and analytics.

Organizations need to leverage talent insights and analytics to measure success and improve performance. Workday provides key metrics on areas such as adoption, engagement, and skills, making it easy for you to view talent holistically and compare workers through configurable talent cards, N-box, matrix, and search reports. Dashboards can identify whether a worker is appropriately compensated for their performance or not, reducing turnover and increasing engagement.

Skills everywhere.

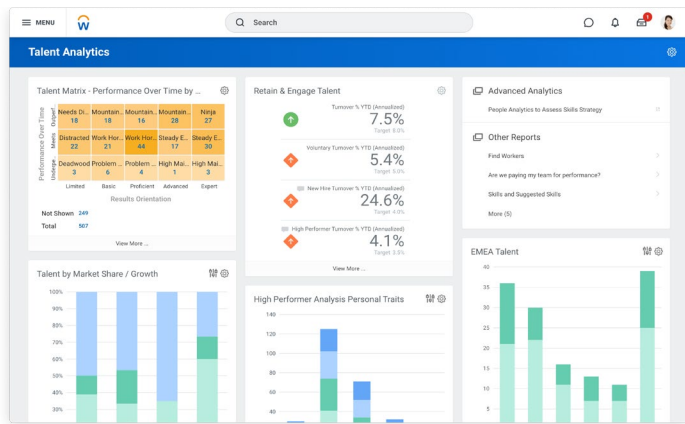
Workday Skills Cloud allows skills to be integrated and at the center of an organization's people strategy. Workday combines your core HR information with skills and experience data, delivering a comprehensive picture of the rich talent that already exists within your organization and any opportunities to upskill for the long-term success of the business.

Key Benefits

- Trusted source of skills and talent data to help organizations reach talent goals
- Ability to foster a strong relationship between manager and worker, increasing engagement and reducing turnover
- Personalized and centralized locations for workers to visualize their career path

Key Features

- Skills management
- Career development planning
- Goal management
- Performance enablement
- Talent visibility
- Talent pipeline
- Internal mobility

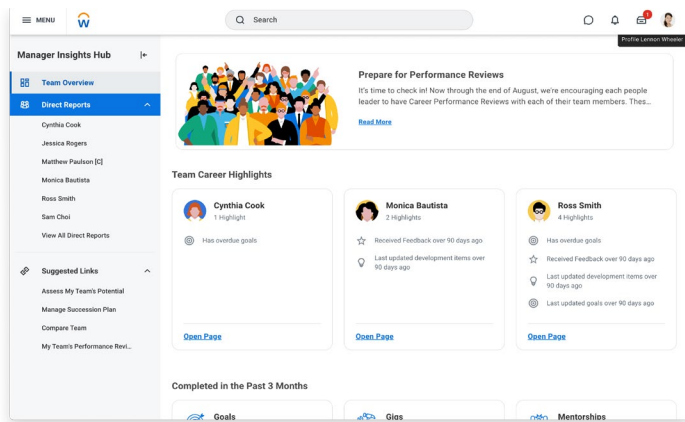


Talent insights.

Empower managers.

Understand talent.

Workday makes it easy for busy and caring managers to provide guidance and support their employees' career aspirations and well-being. Manager Insights Hub helps managers view their team's status in terms of goals, reviews, check-ins, feedback, development items, and more. They can also get a deeper view of each worker and, based on the employee's interests, suggest opportunities to nurture growth in those areas.



Manager Insights Hub.

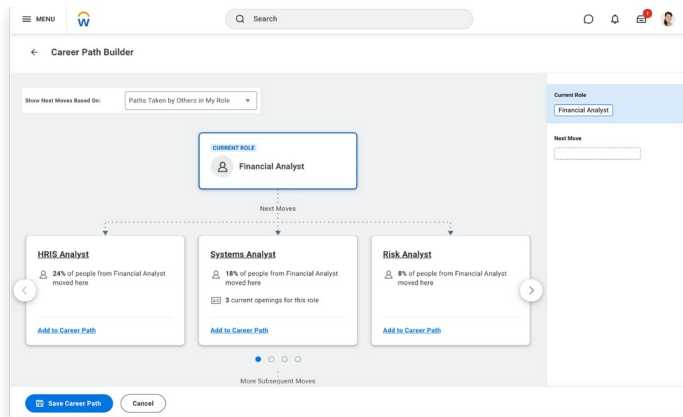
Consistent communication.

Workday supports internal collaboration between a manager and employee by way of anytime feedback and check-ins. While performance and talent reviews can be scheduled at any cadence, feedback and check-ins promote natural, informal conversations that can be used to discuss talent and career goals, no matter how small or large.

Engage your workers.

Support career development.

Workday supports your workers at every stage in their journey. Career Hub is a one-stop shop for workers to nurture their careers. They can solicit anytime feedback, converse with mentors and connections, update their skills profile using recommended skills, see new career opportunities and more. Employees can take an active role in mapping out their career journey with Career Pathing, enabling them to build and save career paths, and see the information they need to advance to the next step in their careers.



Career Pathing.

Explore opportunities.

Workers will be able to visualize where they are today and take accountability for their career plan. Workday Talent Marketplace creates transparency and connects employees to opportunities based on the skills they have or want to learn, allowing them to take an active role in their career development. Workday Talent Marketplace empowers employees by seamlessly connecting them to opportunities by removing the barriers to mobility. It creates direct lines to career growth and leverages machine learning to assess fit.

Reach talent goals.

With Workday Talent Optimization, your organization can leverage an innovative solution powered by a skills foundation to manage performance enablement, career development, and talent pipeline. Gain the tools to better understand and engage your talent, and drive personalized career development and talent mobility while adapting to the challenges of a changing world of work.

To explore how Workday Talent Optimization can help you, please visit:

workday.com/en-us/products/talent-management/performance-optimization.html



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