



FEATURES

7 The Future of Talent Management: Trends and Predictions for 2005

By Ed Newman and Elaine Orler, The Newman Group

There will never be a one-size-fits-all strategy for talent management. Well-disciplined planning functions are much more rare, however, there are instances where they do exist and thrive. This variance can be attributed to differences in industry, corporate culture, organizational structure, and even the leadership within a company, particularly HR leadership.

11 A Step Ahead of the Rest: Optimizing Your Workforce Performance

By Michael DiPietro, Kronos, Inc.

Empowering managers with business intelligence and the tools to use it enables them to make more timely and informed decisions regarding the workforce. Adopting tightly integrated workforce management solutions leads to streamlined processes resulting in a performance-driven organization that remains a step ahead of the competition and realizes a higher ROI on its workforce.

16 First Priority – Employee Life Cycle Redesign

By Jessa Kilgore, PDI Inc.

While employee life cycle redesign is a major undertaking, it could be the answer to many of your HRMS issues. Certainly it is the starting point for the solutions. By following the steps outlined in this article, your organization will be on its way to improved workforce productivity, operational efficiency and heightened executive awareness of your HRMS projects.

21 Right People, Right Place, Right Time?

By Deborah Schmidt, TempoSoft Inc.

Truly integrated workforce management drives greater visibility, informed decision-making, and increased performance in multiple areas of the enterprise. Workforce management is an opportunity for the HR organization to influence and directly impact operations. Operations will realize greater return on labor, but equally as important, achieve a holistic view of the business.

25 2005 Compensation Trends – Complexity Makes Managing the Rewards Mix More Challenging

By Kevin M. Dobbs, Workstream, Inc.

There is a huge opportunity to deploy talent management applications to more tightly manage total rewards. By deploying talent management solutions through an application service model, organizations can quickly forge a link between goals, performance, and pay while managing the complexities of today's total rewards strategies.

29 So, you're thinking of outsourcing your HR – Who isn't?

By Christopher Faust, Softscape, Inc.

By looking at your outsourcing program in light of a hybrid approach, you will be much better equipped to capture the value that outsourcing can provide today, and into the foreseeable future. You will be armed with a plan, complete with reasonable goals and objectives that can drive your organization forward.

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By Elliott Witkin, Ultimate Software



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