



features

How do you know if your Talent Management Strategy is Creating Value? 5

By Jason Livingston, Jay Richey, and Chris Kirsanoff, Oracle

The authors describe four key elements for building a sound Talent Management strategy, including alignment with the business and IT, integration across processes/systems/data, and development of TM analytics. With that foundation, they describe how to measure value and provide examples, which demonstrate the calculations involved.

Getting to Yes – Ensuring your Business Case Has the Right Stuff 9

By Kristi Evans, HR Logistics

The hard part for HR-related projects is often creating a clear, linear relationship between the current state of operations and the future state. Delivering a business case, i.e., a request for money – that reflects an understanding of the business and its challenges and strengths – can provide a strong foundation, clearly demonstrating your team's ability to research, evaluate, plan, and execute a valuable business proposition for your organization.

The ROI of Social Networks for Talent Management 12

By Julie Norquist Roy, Cornerstone OnDemand Inc.

Shifting business dynamics – globalization, geographically dispersed workforces, shorter information cycles and new technologies – have impacted how work gets done and how decisions get made. And millennial workers raised in the age of MySpace, Facebook and Twitter use these applications in everyday life, so it only stands to reason that they would want to use the same or similar tools for business purposes. The author provides six key steps to a positive ROI for social networking in the workplace.

Uncovering the Business Benefits and Quantifying the Value of Workforce Management: “It’s not your Daddy’s Time Clock Anymore” 16

By Ed Colby, Kronos Incorporated

Implementation of an integrated WFM application suite can be done relatively easy and with minimal pain and disruption to the organization. Most organizations can realize extremely rapid adoption and time to value, with payback periods of less than one year on their investment, along with significant return on investment. The business benefit extends well beyond what’s measurable in the way of direct cost savings, and can provide tremendous value in helping manage the organization to a higher level of performance across all dimensions.

TRV: Maximizing your HR System Investment in a Tough Economy 22

By Bob Conlin, Accero

Historically most organizations measure of their HR system value by the return on investment metric. Yet in today’s business climate it’s more than just financial returns that prove the business case, it’s the actual value you are getting from your HCM solution. A proven metric for measuring your systems value is Total Realized Value (TRV). Get a handle on your system TRV and you can maximize your investment and potentially cut costs in a tough economy.

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CORRECTION:

In "Harnessing Existing Assets to Drive HR Process Improvements: A Case Study in the Financial Services Industry," in the December 2009/January 2010 issue of *IHRIM.link*, page 2, page 4 and page 35, the author's company name was misspelled. The correct name of the company is **Peopleserv, Inc.**



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