

# 2004 LEARNING MANAGEMENT AND CAREER & ORGANIZATIONAL DEVELOPMENT SYSTEMS/SERVICES BUYER'S GUIDE

The 2004 Learning Management and Career & Organizational Development Systems/Services Buyers Guide will serve as a valuable tool. For your convenience, the Guide has two sections, a Categorical Listing and an Alphabetical Listing. In the Categorical Listing, companies are listed under the product and service categories of their choice. For information on a specific company and its products and/or service, please refer to the Alphabetical Company Listing beginning on page 30.

While a listing in this guide does not constitute an endorsement by IHRIM, it does indicate that these companies are interested in serving the needs of HRIS professionals. We hope the Buyers Guide will assist you in your purchasing decision.

## Paid Advertising

## Product Categories

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#### GENERAL

Docent – see SumTotal Systems  
PeopleSoft Inc.

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Pathlore  
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#### CONTENT MANAGEMENT (LCMS)

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#### WEB-BASED TRAINING

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Pathlore  
SPECTRUM Human Resource Systems Corporation  
SumTotal Systems

### ■ Career & Organizational Development

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Docent – see SumTotal Systems  
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#### CAREER DEVELOPMENT

Dice.com  
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#### COMPETENCIES MANAGEMENT

Human Asset Technologies  
Organization Metrics Inc.  
Pathlore  
Pilat NAI  
SPECTRUM Human Resource Systems Corporation  
SumTotal Systems

#### CONSULTING

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Human Asset Technologies  
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#### ENTERPRISE PERFORMANCE IMPROVEMENT

Chimes  
Human Asset Technologies  
Pilat NAI  
SumTotal Systems  
Workscape, Inc.

#### LEADERSHIP/MANAGEMENT DEVELOPMENT

Human Asset Technologies  
Organization Metrics Inc.  
Pilat NAI

#### ORGANIZATIONAL CHARTING

TimeVision, Inc.

#### SUCCESSION PLANNING

Artemis Consulting Services, Inc.  
HRsmart  
Human Asset Technologies  
Organization Metrics Inc.  
Pilat NAI  
SPECTRUM Human Resource Systems Corporation  
TimeVision, Inc.  
Workscape, Inc.

#### TESTING & ASSESSMENT

Pathlore  
Pilat NAI  
SumTotal Systems

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## Alphabetical Company Listing\*

\*Systems and applications referred to in this section are trademarked, registered or in progress. These names should not be used generically.



### Artemis Consulting Services, Inc.

390 Route 10 West, Suite 330  
Randolph, NJ 07869  
Erik Alvarado  
973/895-4484  
Fax: 973/328-0066  
E-mail: [info@artemconsulting.com](mailto:info@artemconsulting.com)  
Web: [www.cadrehr.com](http://www.cadrehr.com)

Artemis Consulting Services offers products and services aimed at improving efficiency of HR and compensation business processes. Our CadreHR product suite offers an integrated web-based solution for salary planning, market pricing, succession management, performance management and information auditing. CadreHR has been used to streamline business processes in multinational organizations. See ad on page 40.



### Chimes

5455 Corporate Dr. #303  
Troy, MI 48098  
Charles Halash  
248/293-6767  
Fax: 248/293-6768  
E-mail: [Chalash@chimesnet.com](mailto:Chalash@chimesnet.com)  
Web: [www.chimesnet.com](http://www.chimesnet.com)

Chimes is the leader in providing e-procurement solutions for human resource acquisition and management. Chimes offers a buyer-centric exchange for procuring top professionals on demand by utilizing proven supply chain management techniques. Chimes' Human Capital Management solutions:

- allow companies to manage costs utilizing best practice time/expense and invoicing modules,
- mitigate risks by complying with Sarbanes-Oxley, and
- regain control of their resource acquisition function.

See ad on page 28.



Dice.com

Web: [www.dice.com](http://www.dice.com)

For more than 13 years, Dice has been the leading technology job board. Our focus is to provide businesses with quick and easy access to a high quality, unique pool of tech professionals. Better quality candidates you can't find anywhere else. Money-saving services. Time-saving search tools. You'll find it all on Dice - the leader in online tech recruiting. See ad on page 43.



### Genesys

5 Branch Street  
Methuen, MA 01844-1999  
Paula Oxner  
800/580-5400  
Fax: 801/761-2015

E-mail: [info@peoplecomefirst.com](mailto:info@peoplecomefirst.com)

Web: [www.peoplecomefirst.com](http://www.peoplecomefirst.com)

PeopleComeFirst Learning is the first of its kind LMS to be based tightly on competency management. PeopleComeFirst Learning is distinguished from the competition by its competency management capabilities and intuitive design, which increase productivity and improve the effectiveness of learning. Features include competency gap analysis, extensive content libraries, personalized learning paths and more. See ad on back cover.

### HRSmart

2929 N. Central Expressway, Suite 110  
Richardson, TX 75080  
Brian Bagnall  
972/398-6540

Fax: 214/853-5319

E-mail: [marketing@hrsmart.com](mailto:marketing@hrsmart.com)

Web: [www.hrsmart.com](http://www.hrsmart.com)

HRSmart provides companies with comprehensive, easy-to-use Talent Management solutions including Applicant Tracking, Employee Referral, Performance Appraisal, Career Development/Succession Planning, Learning Management and more. To learn more about HRSmart's complete line of innovative, cost-effective solutions, visit us on the web at [www.hrsmart.com](http://www.hrsmart.com). See ad on page 47.



### Human Asset Technologies

120 Flanders Road  
Westborough, MA 01581  
Chuck Hurd  
508/983-2166  
Fax: 508/983-2180  
E-mail: [churd@humanasset.net](mailto:churd@humanasset.net)  
Web: [www.humanasset.net](http://www.humanasset.net)

Optimize employee performance to achieve business success.

Employee talent is your most valuable asset. Optimizing that asset through comprehensive performance management is key to corporate success.

Using our performance management system, Voyager, Human Asset Technologies provides industry-leading, competency-based performance management software and support services that enable you to leverage your employee talent to achieve corporate goals and objectives. See ad on page 10.

### Organization Metrics Inc.

10 Winchester Road East  
Brooklin, ON, Canada L1M 1B3  
Monika Schmidt  
905/655-8414  
Fax: 905/655-8570  
E-mail: [mschmidt@orgmetrics.com](mailto:mschmidt@orgmetrics.com)  
Web: [www.orgmetrics.com](http://www.orgmetrics.com)

OMI's web-based application, OrgMetrics, facilitates human resource planning and management. OrgMetrics is internationally known for its integrated web-modules: competency modeling, online assessments, performance management, learning and development systems, succession planning, career development, etc. Since 1982 OMI has helped clients to develop their employees in direct support of their corporate strategic goals.

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### Pathlore

7965 North High Street  
Columbus, OH 43235  
888/728-4567  
Fax: 408/446-5705  
E-mail: [info@pathlore.com](mailto:info@pathlore.com)  
Web: [www.pathlore.com](http://www.pathlore.com)

Pathlore, the most widely used and experienced LMS provider, has been satisfying enterprise learning management needs since 1984. Over 1,500 customers, including 75 of the Fortune 100, and more than 100 hospitals and healthcare providers, use Pathlore's LMS products to increase sales, comply with government regulations and measure quality initiatives.



### PeopleSoft Inc.

4460 Hacienda Drive  
Pleasanton, CA 94588  
888/773-8277

Web: [www.peoplesoft.com/hcm](http://www.peoplesoft.com/hcm)

PeopleSoft Human Capital Management (HCM) solutions help organizations streamline their HR systems and processes to lower costs, improve productivity and drive business performance. PeopleSoft HCM solutions include workforce planning and management, recruiting, services procurement, learning management, performance management, competency management, career and succession planning, time and attendance, benefits administration, incentive management, compensation and employee self-service built on a pure Internet architecture. See ad on inside back cover.



### Pilat NAI

496 Route 22 West  
Lebanon, NJ 08833  
Danielle Gartlan  
800/338-9701  
Fax: 708/823-9438  
E-mail: [info@pilat-nai.com](mailto:info@pilat-nai.com)  
Web: [www.pilat-nai.com](http://www.pilat-nai.com)

Pilat NAI is the recognized global leader for 360(o) Assessment, Competency-based Succession/Career Planning and Performance Management & Development systems. Since 1984, Pilat NAI has specialized in helping organizations automate and integrate their strategic processes for Leadership Development. We insure a rapid, yet highly effective implementation for your HR automation needs.



### SPECTRUM Human Resource Systems Corporation

707 Seventeenth Street, Suite 3800  
Denver, CO 80202  
Sybil Romley  
800/477-3287  
Fax: 303/595-9970  
E-mail: [Info@SpectrumHR.com](mailto:Info@SpectrumHR.com)  
Web: [www.SpectrumHR.com](http://www.SpectrumHR.com)

SPECTRUM, founded in 1984, is a leading provider of high functionality web and desktop-based HR and workforce management software. As a full system and service provider, SPECTRUM delivers the full range of product related services including system planning, implementation, training, system customization, data conversion services and system consulting. See ad on page 3.



### SumTotal Systems, Inc.

2444 Charleston Road  
Mountain View, CA 94043  
Contact: SumTotal Sales  
866-SMTOTAL  
E-mail: [info@sumtotalsystems.com](mailto:info@sumtotalsystems.com)  
Web: [www.sumtotalsystems.com](http://www.sumtotalsystems.com)

SumTotal Systems, the marriage of industry pioneers Docent and Click2learn, is the market-leading provider of business performance and learning solutions. Combining its SumTotal Enterprise Suite, with its robust analytics application, ToolBook authoring solution, and unmatched services and support, SumTotal offers targeted solutions to address specific business issues, including salesforce readiness, channel effectiveness, compliance and organizational proficiency.



### TimeVision, Inc.

5215 N. O'Connor Blvd., Suite 300  
Irving, TX 75039  
214/574-5020  
Fax: 214/574-5014  
E-mail: [productinfo@timevision.com](mailto:productinfo@timevision.com)  
Web: [www.timevision.com](http://www.timevision.com)

TimeVision, Inc. is the leading global provider of web-based organizational charting software: OrgPublisher and OrgBuilder. These enterprise-wide solutions allow companies to create, distribute and analyze organizational structures via a corporate intranet. Mobile OrgPublisher can also provide your mobile workforce with access to org charts. For a free 30-day software evaluation, visit [www.timevision.com](http://www.timevision.com). See ad on page 45.



### Workscape, Inc.

500 Old Connecticut Path  
Framingham, MA 01701  
Karen Shernan

877/975-7227  
Fax: 508/861-6200  
E-mail: [Erica.Mitchell@workscape.com](mailto:Erica.Mitchell@workscape.com)  
Web: [www.workscape.com](http://www.workscape.com)

Designed for the workforce, Workscape's benefits and workforce management solutions transform the delivery and adoption of HR services across the enterprise to enable a higher performing organization. Workscape's award-winning applications and services have been embraced by millions of employees at 180 major corporations worldwide. See ad on page 13.