



Talent Management

See what the future looks like by
delivering an integrated HR strategy



More important than ever during times of economic slowdown and reduced budgets, Talent Management maximises the effectiveness of your staff whilst providing a clear and profitable route into the future via:

- Leadership Development
- Skills Management
- Talent and Workforce gap analysis
- Performance Management
- Succession Planning
- Competency Management
- Communications

Talent Management is a strategy that fully integrates all the functions of a modern Human Resource (HR) department, where learning and assessment are key elements of the HR function, and where leadership is cultivated by empowering staff.

Talent Management is a cost effective strategy, where savings result from integration of development programs, reduced administration, technical instruction and business overheads while generating a significant reduction in recruitment expense by identifying and nurturing talent from within the existing workforce.

As experts in the field, eCom Scotland's research and innovation kept in line with trends in eLearning Applications which led to the creation of eNet[®] Enterprise, a Talent Management solution for use by all sizes of organisations. Now everyone has the opportunity to maximise effectiveness of staff and plan clearly for the future.

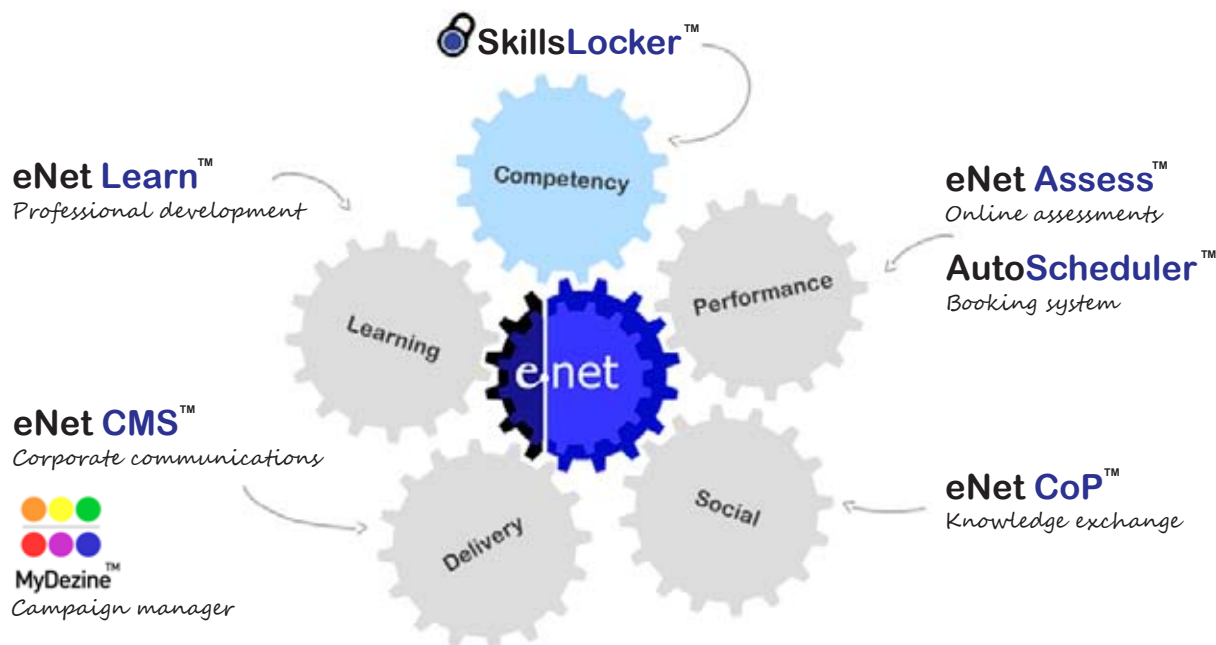
To find out more about eCom Scotland and our eNet[®] solutions, contact us today on 0845 643 1344 or visit our website:

www.ecomscotland.com

The Way Ahead

Managing staff competency in every area from a single source

The SkillsLocker™ skills management application forms a key part of the eNet® Enterprise solution. There are 5 entry points to eNet® Enterprise with each fully integrated with one another and with your organisation's back end systems.



Competency

Gives your organisation control over competence levels of employees and prove compliance when called upon. Real-time reporting gives you a snapshot at anytime across the organisation by location, job role or department.

Learning

Keep all your learning in one place where it can be deployed and tracked using SCORM, monitor staff access and manage material licences and cost with online reporting. Provision for blended learning approaches is included as standard.

Performance

Monitor staff performance across your organisation with eAssessment. Add a variety of media to a fully catalogued question bank. Deploy Autoscheduler™ to allow self service online booking anytime, anywhere.

Social

Staff share ideas, problems and solutions in an online Community of Practice which offers both public and private discussions; set it for one-to-one or one-to-many mentoring to provide additional support.

Delivery

Keep communications branded and lively with eCom Scotland's graphic email tool MyDezine™. Manage corporate communications on internal and external web pages in a non-technical way using eNet CMS™.

Whatever your entry point into eNet® Enterprise your organisation will discover a increase in productivity resulting in turning out talented staff to meet your current and future needs.