

# Plateau Talent Management Version 6.1 Product Preview

People. Performance. Results.

Our newest product release reflects Plateau's commitment to evolve our products to meet the growing requirements of the market *and* our customers. **Plateau Talent Management Suite version 6.1** – provides key enhancements and delivers relevant, high-quality solutions that make our customers successful.

## Overview

Talent management has become more complex and continues to change rapidly, requiring your organization to be nimble enough to make decisions quickly and keep your business strategy on track and moving forward. Organizations are faced with a broad set of ever-changing challenges that include:

- Managing geographically dispersed talent
- Changes in staffing due to the retirement of baby boomers and the influx of younger workers
- Integrating learning and talent management across business units and HR processes
- Creating performance incentives and career development plans
- Increasing adoption across your organization
- Aligning business objectives with performance
- And much more

Plateau Talent Management Suite 6.1 offers you the integrated approach you require to implement an effective talent management strategy that will assist you with the challenges of talent management, and create operational efficiencies that will maximize your investment.

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## Product Introduction

Plateau version 6.1 takes talent management to the next level by delivering new, powerful and flexible talent planning capabilities. This release introduces significant advancements in the usability of the application and offers innovative tools for end users, managers, and organizational owners to drive the achievement of business goals through managing and developing talent. Product highlights include:

**Organizational Dashboards** introduce key functionality that allows managers to have a finger on the pulse of the organization, enabling them to be proactive in providing the direction and actions required to meet company initiatives, maintain compliance, and meet goals and deadlines.

**Enhanced Performance Review Capabilities** that streamline processes and provide more efficient and effective navigation, simplifying the performance review process for both users and supervisors.

**Streamlined User Interface** provides a reorganized interface integrating the entire talent management application, effectively breaking down the barriers that exist between different areas of the application. The home page provides a launching pad for talent management processes, and includes new features that allow for easier access to common tasks, your to do list, and key performance indicators for important talent management processes.

## Product Highlights

### Plateau Dashboards

Through interactive graphical charts, the Dashboards are able to deliver point-in-time analysis of key metrics. The charts are displayed in windows that allow the user to filter the data based on core attributes and to drill deeper into the data. Flexible dashboard management allows administrators to assign ownership of the dashboard on a chart-by-chart basis, with the data secured at an organizational level. Dashboard charts include:

**Learning Item Completions** present the user with how many items and learning hours were completed by each organization within given time periods. The data can be filtered in order to provide insight into the types of training being completed most often or by event type and assignment type. The user can also drill further into each time period – year, quarter, and month.

**Learning Projections** displays how many items and learning hours are predicted for delivery within a given time period. The data is broken down by Item Classification in order to provide insight into the types of training that will be needed in order to prepare the user for employee time away from work, potential scheduling activity needed, and potential licenses for online training that need to be purchased.

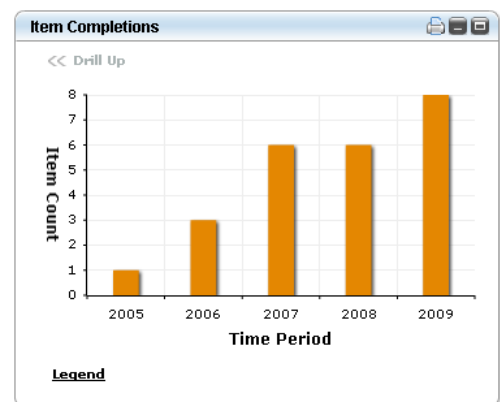


Figure 1: Item Completions

**Curriculum Status** provides the current assigned curricula status of employees within a given organization. This will quickly indicate compliance of an organization – totals are shown for complete (compliant) curricula, incomplete, and overdue.

**Performance Review** illustrates the distribution of the overall scores for performance reviews in an organization. The chart shows the number of users who were rated at each level of the overall score rating scale. A curved line shows where the expected distribution falls compared to the actual distribution, allowing the user to review and change the performance reviews as needed in order to match the expected distribution. The chart can be filtered by Performance Review and Review Status.

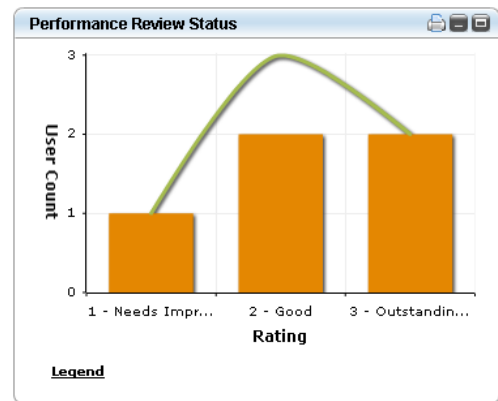


Figure 2: Performance Review Status

**Goal Progress** depicts the count of the Goals assigned to users in an organization for each status. This gives the user a quick status of their organizations' efforts toward achieving completion of the assigned goals. The data can be filtered by Goal Priority and Plan Area. The data can also be group by Organization, Category, or Supervisor.

## Enhanced Performance Reviews

Plateau Talent Management Suite 6.1 introduces significant enhancements to Plateau Performance Reviews, including a redesigned performance review, enhanced control and transparency with user scoring, and improved employee and manager collaboration. Plateau Performance Reviews also provides you with the flexibility to choose what sections are included in a review, the ability to assign review templates to different populations of users, and the ability to have multiple review processes within the same organization.

## Instruction and Navigation

Easy navigation buttons provide what-to-do-next instruction and as users progress through the performance review form, they can utilize either the wizard or the Table of Contents links.



Figure 3: Performance Review

## Overviews and Summaries

As users enter the performance review form, they are presented with an overview that lets them know the sections and elements that they are required to fill out.

## Streamlined Screens

Each competency and goal within the review form is presented in a streamlined view that allows users to hone in on tasks that they need to complete. Users are able to quickly rate and provide comments through the use of a point and click rating slider or text entry.

## Expandable Detail Areas

Expandable areas allow users to see additional details for each competency or goal. These areas can remain open or closed throughout the user's session.

## Enhanced Editing Capabilities

The text editor allows for easy formatting capabilities such as bold text or bulleting. Additionally, the system checks for spelling errors and legal compliance.

## Overall Scoring

The system provides users with transparent understanding on how their overall score is calculated and weighted.

## User Interface

The application user interface has received a makeover - both visually and functionally. The home page has been redesigned to allow the user to find what they need faster by minimizing the number of clicks to find an item and by having access to features directly from their home page, saving time and providing a more inviting and efficient user and manager experience. Enhanced features include:

**News and Information Login Page** – Now when your users login to the system, they immediately see a news and information page. Contents of the page are completely driven by your organization and ensure that you are able to provide timely information to your users. If news content has not been updated, users have the ability to skip over this page and proceed directly into the application. Once information on this page has been updated, it will automatically reappear for the user upon login.



Figure 4: News & Information Login Page

The Sites feature provides you with the ability to stipulate what information is provided to specific organizations, ensuring that the right information is sent to the right people.

**To Do List** – The list of tasks that a user needs to do has been combined into one consolidated To Do List that contains all learning, performance reviews, competency assessments, and evaluation surveys – allowing the user a quick view of what is due and when.

**Status View** – Status buttons have now been added to the home page, allowing users the ability to quickly view their status and to access standard features including communities, curriculum, competency assignments, career paths, personal performance, and development plans.

**Team Navigator** – allows managers the ability to quickly access their subordinates' information without leaving their home page. With just a couple of clicks, managers have the ability to access information on their team, and view each subordinate's individual status.

**Easy Links** – With Easy Links, the user can quickly click to access a range of features directly from the home page, saving time and effort when trying to find and complete simple tasks. Links are set by your

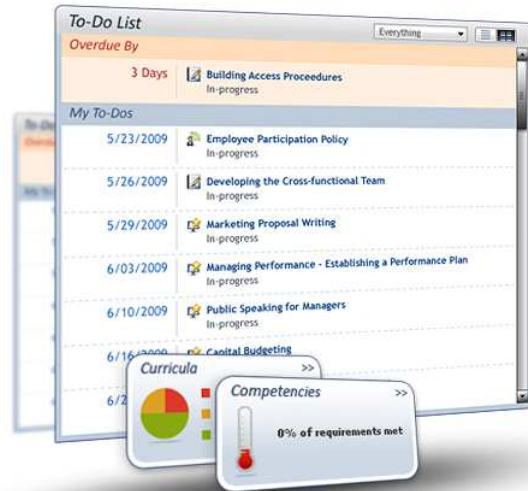


Figure 5: To Do List

organization and can include access to personal settings; to start a process; or complete multi-rater assessments. These links are all security role based, so the user does not have access to features that are not designated for them.



Figure 6: Easy Links

For more information on Plateau Talent Management 6.1, visit us at [www.plateau.com/6.1](http://www.plateau.com/6.1).

## About Plateau

Today, more than 10 million employees and manager across some of the world's most respected organizations, including General Electric, Internal Revenue Service, Thomson Reuters and Capital One Services rely on Plateau's comprehensive and collaborative talent management solutions to engage, develop, manage and retain high performing employees and workforces. For more information, please visit us at [www.plateau.com](http://www.plateau.com).