



BROCHURE

Infor Talent

People Solutions

Empower your people with strategic talent and learning tools

Put your people in charge of their own career journey and development by providing your workforce with the insights, opportunities, and tools to reach their potential. Investing in each individual's personal growth isn't simply altruistic, it's an important way to address the growing skills gap by keeping knowledgeable people in-house.

When you invest in your people, you can improve individual and organizational performance. Our global platform is designed to help strategically align your people initiatives and talent capabilities to your overall business strategy. Achieve straightforward end-to-end talent practices, from recruitment to rehire to retire. Empower your people to improve their performance with learning and engagement tools, such as pulse-surveys, real-time employee recognition (RAVE), badges, and leaderboards. And help your people reach new heights.

Unlock potential

- Build diverse teams and personalize career pathing strategies by placing the right people in the right roles based on behavioral and performance data
- Enable people to succeed on their own terms, drive engagement, and improve retention with self-directed career exploration, dynamic learning, and informed personal growth tools
- Keep your people and corporate strategies aligned by organically increasing performance through a more invested workforce

Talent Science

Leverage large quantities of behavioral and performance data to deliver insights using tailored predictive models that let organizations better select, develop, and retain top-performing people across the entire employee life cycle. Organizations using Talent Science® have statistically significant reductions in turnover and increased tenure.

Key features include:

Distinctive talent algorithms: Uncover what makes your top performers different from everyone else. Leverage patented and proven technology to measure person-to-role fit and drive the right KPIs for your business.

Get more out of assessments: Discover a person's Behavioral DNA® one time and support the talent life cycle with tools for hiring, onboarding, development, and career planning.

Team alignment and productivity: Use Infor Team Dynamics to bring self-awareness to any team, uncover opportunity to drive collaboration, and provide managers and team members with actionable insight to improve teamwork.

Advanced talent analytics: Fuel informed business decisions with aggregated talent data and benchmarking.

Talent optimization

Talent drives better employee engagement and outcomes through improved transparency and communication. Our end-to-end talent management suite is built to change the way people work. Help your people transcend to new heights of collaboration, learning, productivity, and innovation with Talent Science-driven insights.

Proven predictive insights for your workforce

10M

Assessment reports generated annually

19

Assessment languages

27%

Increase in diversity

44%

Lower employee turnover

Key features include:

Talent acquisition: Find the right candidates, engage them, and onboard them quickly and cost effectively with flexible workflows and candidate management tools.

Goals: Collaborate with your people to define targets and action plans that align their goals with your strategic business objectives.

Performance: Actively engage employees with frequent check-ins highlighting challenges, tasks, and accomplishments.

Succession: Define and create talent pools with critical position attributes to calculate bench strength and optimize succession planning.

Learning and development

Our fully embedded and integrated learning and development planning platform is built directly on the core HR system of record. With strategic learning across your extended enterprise, your people will be equipped with tools and insight to manage their own growth and career, driving performance aligned to business goals.

Key features include:

Skill-focused content delivery: Curate, distribute, manage, and track content targeted around the skills and capabilities needed for people to thrive at any position in your organization.

Automatic and permanent integration: Every learning outcome, assignment, result, and skill attainment updates the employee record in Infor HR Talent for every person automatically with zero effort by IT or system admins.

On the job validation and learning in one system: After training, you can assign and deploy checklists where people can demonstrate their mastery of tasks and capabilities for trainers, mentors, or experts.

Provide career-based growth plans: Build and assign the programs people need to move or ascend into the roles they are passionate about, while also benefiting your organization. Be proactive about training successors and high potential future contributors.

Partnering for Success: iCIMS + Infor

Talent acquisition is more competitive and complex than ever before in today's market. Infor customers rely on iCIMS, our preferred partner to deliver an integrated, end-to-end recruiter and candidate experience.

Infor People Solutions

Empower your people, drive operational efficiency, and align your most important asset with your organization's demands.

- **HR:** Payroll, benefits, and service delivery
- **Talent:** Talent Science, acquisition, learning, and optimization
- **Workforce management:** Time and attendance, scheduling, and labor planning

iCIMS for Infor CloudSuite HCM

- Send approved jobs from Infor CloudSuite HCM into the iCIMS ATS automatically
- Send new hire into Infor CloudSuite HCM from with the ATS with just a few simple steps
- Automatically synchronize employee data for internal mobility

iCIMS for Infor Talent Science

- Talent Science can be embedded directly into the iCIMS application process
- Order assessment, view results, and advance qualifies candidates within the iCIMS applicant tracking system
- Standardized, AP-based integration for faster activation
- Superior client support across the iCIMS and Infor Talent Science teams

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