

Explore



Accurate, enterprise-wide org charts are just the beginning.

Find colleagues, learn about the person behind the name, start a conversation, recognize a peer for a job well done.

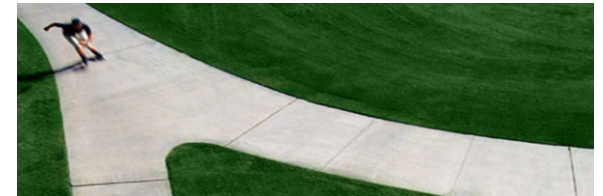
Visualize



An org chart can reflect much more than reporting relationships.

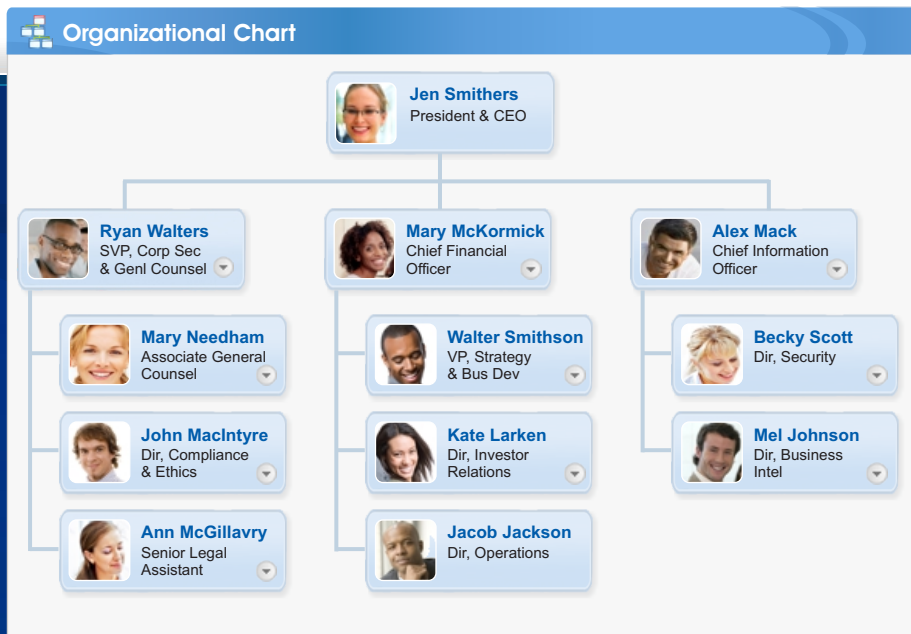
Find hidden talent. Apply dynamic “lenses” to view performance, successor, talent, compensation and HR data.

Manage



Need to Fix your org chart?

Manage your reporting hierarchy, fix out of sync HR data, model workforce planning scenarios, launch HR metrics and work processes.



A unique on demand org chart and workforce metrics package.

Talent Charts integrate seamlessly with your current payroll/hr systems. The result is instant access to org charts, hierarchy management tools and talent metrics across your divisions and management roles.

Explore Your Talent.



Most people think of an org chart as a static, out-of-date necessity. With Talent Charts, you get a real-time tool that allows you to explore and interact with your diverse workforce.

FIND COLLEAGUES

Employees have the **flexibility to launch their own dynamic org charts** using a variety of means:

- Launch org chart by person or business unit
- Search by person, job function, reporting location
- Navigate by position tree
- Set your preferred display levels
- Export or print your chart using a variety of methods

A screenshot of the Talent Charts search interface. It features a "Navigation Tree" and "Search" tab. Below the tabs are input fields for "Employee First Name:", "Employee Last Name:", "Institution:" (with a dropdown menu showing "Please Select"), and "Reporting Location:" (with a dropdown menu showing "Please Select"). A "Function:" section displays a search result for "Alex Mack, Chief Information Officer" with a small profile picture. Below the result is a "launch" button and a note: "Click the 'launch' button to generate your organizational chart".

GET ACQUAINTED

Once you have hand-picked your desired org chart, it is time to get acquainted with your colleagues. Unlike typical org charts, Talent Charts enables you to **put a face to the name** while learning about the person through **rich social tools**:

- 1-click access to comprehensive personal profiles
- Explore colleagues' work communities, personal networks, interests and contributions
- View and give peer recognition

COLLABORATE

Talent Charts are interactive. Not only can you find and learn about your peers, you can dynamically reach out and collaborate using a variety of means. **Foster new connections. Find like-minds. Make an Impact.**

A screenshot of a colleague's profile page for Sophie Lawrence, Marketing Director at ExampleCorp. The profile includes a photo, name, title, and office location. It also features a quote: "Our greatest glory is not in never falling but in getting up every time we fall" - Confucius. Below the quote are sections for "About Me" (UCDM Graduate Class of '02), "Communities" (Member of 14 communities), "Networks" (Personal Networks contain 33 colleagues), "Thanks" (42 thanks received, 55 thanks given), "Academic Designation" (B.A., M.A., M.B.A.), and "Areas of Expertise" (Graphic Design, Marketing Design, Focused Marketing). A "My Contributions" sidebar shows 3 posts, 2 comments, 2 topics, 2 replies, 2 documents, and 1 topic. A "Recent Activities" section shows an endorsement received from Roger Alexander, Marketing Consultant, with a quote: "Your work on the Andorra Project was exceptional, and everyone in the Continental office knows it." A "view all" link is present at the bottom of the profile.

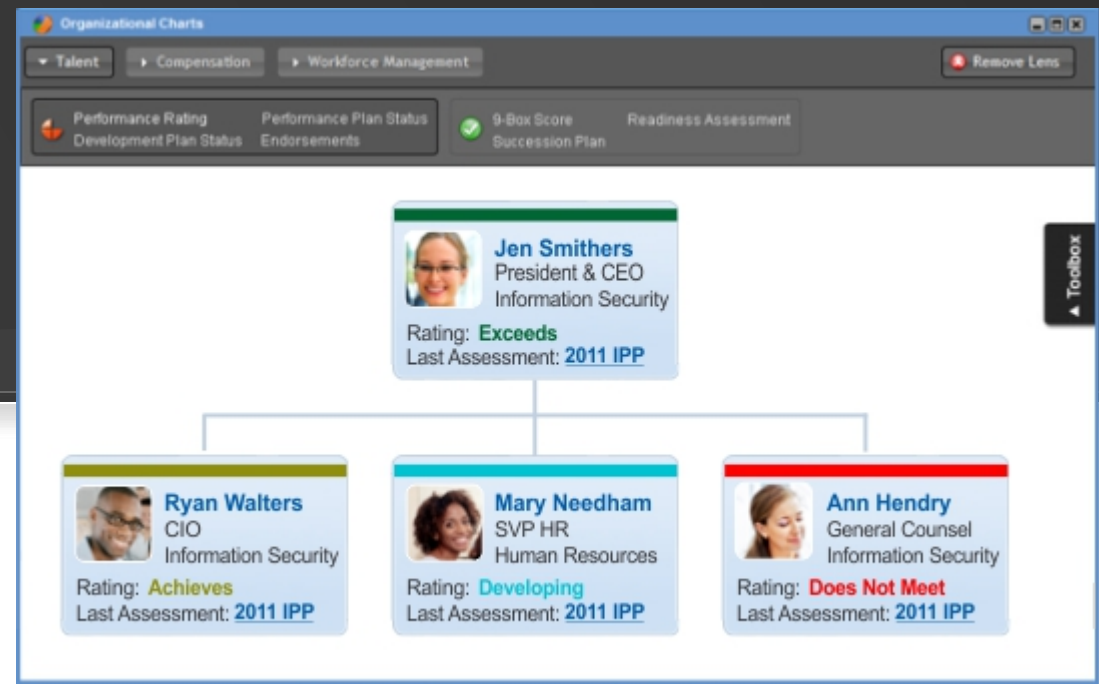
Visualize Your Talent.



Talent charts provide a dynamic, intuitive way for HR and managers to gain a multi-faceted view of their talent. It provides tools and processes to align the needs of the organization with the competencies of its workforce.

OPTIMIZE YOUR WORKFORCE

Understand your workforce at a glance - from top to bottom. With workforce metrics linkages, you are able to view complex data in an easy to understand manner. Manage cost and efficiency using key indicators such as: span of control, employee type, salary, headcount.



ADVANCE HIGH PERFORMERS

Find Hidden Talent. Reward your top-fliers. Identify top performers blocked from advancing.

Talent Charts incorporates key talent metrics so you can easily visualize your talent from a variety of perspectives. Apply a different lens to assess talent in real-time:

- Performance Lens
- Talent Lens
- Compensation Lens
- Workforce Management Lens

VISUALIZE ENTERPRISE-WIDE

We understand complex enterprise technology environments. In order to ensure management has the right information to optimize and reward its workforce you will need to interface with a variety of HR/payroll/line of business applications. In addition you will require a sophisticated security model. Talent Charts is built on a robust enterprise platform that:

- Supports a wide variety of data/role-based security models
- Effectively unifies multiple systems

Manage Your Talent.



Hierarchical reporting structures play a pivotal role in driving automated work processes, data access, reporting and succession planning. Orphaned employees, expired positions and inaccurate “reports to” information all impact productivity and data confidentiality. Talent Charts provides you with an intuitive solution for managing your org structure and completing a variety of work processes.

MANAGE YOUR ORG STRUCTURE

Ease the head-aches associated with managing and validating your org structure. Mergers and acquisitions, re-organizations, system implementation, workflow approvals all require an up-to-date org structure. Talent Charts include an **embedded hierarchy management** utility that enables authorized users to:

- Drag and drop reporting structure changes and preview the results
- Manage “orphaned” positions
- Configure workflow approvals/notifications for org structure changes
- Launch manager self-service processes directly from the hierarchy management utility
- Automatically update applicable payroll/HR systems upon receipt of necessary approvals

The screenshot shows the "Hierarchy Management" interface. At the top, it says "Hierarchy Management" with a note "Indicates required field." Below this is the "Manage Hierarchy" section, which is split into two columns: "Current Hierarchy" and "Destination". Each column has a "Hierarchy" header and a "search hierarchy" button. The "Current Hierarchy" column lists four employees: Walter Smithson (Chief Financial Officer), Jacob Jackson (Dir, Operations), Olivier Mark (Senior Director Internal Audit), and Kate Larken (Dir, Investor Relations). The "Destination" column lists three employees: Becky Scott (Chief Information Officer), Carol Henry (Dir, Security), and Kate Smith (Dir, Tech Transformation), plus a "Vacant" position for the Dir, Applications Group. At the bottom, there is a "Hierarchy Change Summary" section with an "Effective Date" dropdown set to "Thursday, Mar. 01/2012" and a "Comments" field. A summary row shows a change from Carol Henry to Becky Scott for the "Dir, Security" position. On the right side of the summary, there are buttons for "save changes", "reset to last save", "cancel changes", "delete request", "submit request", and "print page".

MANAGE WORK PROCESSES/ACTIVITIES

HR and management can leverage Talent Charts as an **intuitive method** for launching a wide range of **work processes, reporting** and **collaboration** activities. Process 9-box talent assessments, terminations, promotions, comp changes, to name a few. All from your org chart!

Service Description

Talent Charts is deployed via an on-demand, software-as-a-service ("SaaS") model. We provide hardware, infrastructure, managed hosting, ongoing support/maintenance and product enhancement services for our customers.

Why SaaS?

- **Timely Deployment** – Unlike traditional Enterprise Application / ERP implementations, be up and running in weeks.
- **Cost Effective** – Instead of paying large up-front license and implementation fees, our customers pay monthly subscription fees. Customers do not have to incur the costs of additional hardware, software and IT resources.
- **High Availability / Dedicated Support** – Service level agreements ensure customers receive a high level of solution availability in a dedicated support environment.

cfactor Works Inc.

The Company Behind Talent Charts

For over a decade **cfactor Works, Inc.** has delivered collaboration, engagement and productivity tools for hundreds of thousands of employees. We do this by deploying HR management, communication and social technology. Keep existing systems that are working in place and layer in cfactor to cost-effectively achieve best in class experiences using all, or only some, of our many modules.

Visit www.cfactorworks.com to view screenshots, whitepapers, webinars and videos from clients like Starbucks and DeVry Inc; or simply contact us to learn how **cfactor** can impact your organization and drive real ROI.



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cfactor Works Inc.
www.cfactorworks.com

inquiries@cfactorworks.com
1.877.655.5798

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