

Strategic Workforce Planning and Management is critical to making the decisions necessary to gain or preserve a competitive advantage in the marketplace. It can be the difference between success and failure in any business.

TEDS TALENT MANAGEMENT MODULES



Workforce Management
TEDS Workforce Management™



Competency Management
TEDS RTC Power™
(Roles, Tasks, & Competencies)



Performance Management
TEDS Performance Impact™



Learning Management
TEDS Learning on Demand™



Succession Management
TEDS Succession Management™



Compensation Management
TEDS Compensation Management™



Workforce Planning, Talent
Acquisition & Staffing
TEDS Job Vision™



TEDS, Inc.
235 Mountain Empire Road
Mail: P. O. Box 700
Atkins, VA 24311

t: 276.782.7206
f: 276.783.8574
e: info@teds.com
w: www.teds.com

TEDS Workforce Planning and Management enables organizations to define corporate business initiatives, measure workforce readiness to accomplish business goals, manage the progress toward initiative completion and track hiring for these initiatives. This new module leverages existing talent data and interacts with the TEDS Talent Management suite to deliver a new dimension in *workforce management*.



TEDS enables organizations to

- build accurate employee knowledge, skills and competency inventories
- identify and assess both individual and organizational skills gaps
- project future knowledge, skills, and competency needs for business initiatives
- associate employees' learning and competency requirements with the organization's business initiatives
- assign learning and competency activities to bring employees to readiness
- monitor employees' progress toward readiness for any business initiative

TEDS Workforce Planning and Management enables workforce planners to create strategies and initiate actions that ensure workers gain the necessary knowledge and skills to meet organizational goals. Workforce planners and managers can monitor the progress of employees toward competency achievement, skill gap closure and organizational readiness for individual projects and for overarching business initiatives across the enterprise at all levels.



TEDS' powerful and intuitive dashboards access real-time data from the TEDS Talent Management Suite to:

- define workforce initiatives
- identify, associate and assign roles for workforce initiatives
- determine and define the number and qualifications of employees needed for any business initiative
- view automatic prompts to initiate and assign corrective actions to close gaps
- perform workforce *progress* analysis for a workforce initiative's associated role
- perform workforce *readiness* analysis for a workforce initiative's associated role
- view employees *ready* and *not ready* for a workforce initiative
- quickly assemble project teams based employees' current and projected future qualifications
- alert employees of corrective actions needed to meet qualifications for task teams, project teams and future job positions
- generate status reports by individual employee or talent pools
- view a timeline for overall progress toward completion of business initiatives
- associate and view requisitions for workforce initiatives to manage hiring associated with a workforce initiative



TEDS TALENT MANAGEMENT TOOLS



TEDS Learning Composer™



TEDS Resource Manager



TEDS Tuition Aid™

The implications of workforce planning are far-reaching. Workforce planning determines future budgets and affects decisions to *make*, *buy*, or *rent* the talent required for workforce initiatives to which workforce competencies must be tied or for the organization's overall workforce readiness across the enterprise. TEDS' accurate and timely workforce planning functions enables an organization to:

- identify and assess the talent it has
- determine its future talent needs
- determine whether to:
 - **make** (close skill gaps of existing employees), or
 - **buy** (hire), or
 - **rent** (bring on temporary employees or outsource)



Benefits of TEDS Workforce Planning and Management

- Minimizes the impact of external forces including fluctuations in the economic climate, new regulations, increased competition, and market demands for new or improved products or services.
- Preempts reactionary responses to these external market influences.
- Engenders company-wide workforce planning to replace fractionalized planning by different departments or business units.
- Facilitates an organization-wide comprehensive Talent Management strategy.
- Ensures that the workforce planning and management strategy aligns with and supports the organization's overall Talent Management strategy.
- Ensures that your organization's talent is ready when needed.

Some of the most otherwise progressive and visionary companies are handicapped by fragmented and siloed data sources that slow or prevent the flow of timely and accurate workforce information. TEDS' organically integrated system provides instant communication among and between all modules.

TEDS Workforce Planning and Management is a component of the TEDS suite of integrated, single-platform software solutions. It provides its own powerful capabilities while also wrapping around all other TEDS Talent Management Modules to access and leverage employee data residing in those modules.



TEDS, Inc.
235 Mountain Empire Road
Mail: P. O. Box 700
Atkins, VA 24311

t: 276.782.7206
f: 276.783.8574
e: info@teds.com
w: www.teds.com

