

Revolutionize your Workforce Planning, Talent Acquisition & Staffing.

TEDS Job Vision™ is the visionary Talent Management planning tool that utilizes a strategic approach in placing and advancing the best internal and external candidates for job vacancies and promotions.

TEDS TALENT MANAGEMENT MODULES



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



Performance Management
TEDS Performance Impact™



Learning Management
TEDS Learning on Demand™



Succession Management
TEDS Succession Manager™



Compensation Management
*TEDS Compensation
Manager™*



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

EVERY JOB VACANCY presents an organization with an extraordinary opportunity. With each hire or promotion, a company can shape its own future while furthering the career of a valued employee and meeting company objectives. With so much at stake, organizations need objective data and sophisticated tools to help them make the best possible hiring and staffing decisions.

JOB VISION™ automates the convergence of individual career goals, human capital deployment strategies, job opportunities, and evolving business plans to unify human capital objectives across organizational lines. From job posting, career planning and career preferences through qualifying and selection, Job Vision simplifies and expedites the hiring process and talent management for managers and employees.



IMPORTANT BENEFITS FOR THE ORGANIZATION

More Effective Human Capital Deployment

Job Vision takes the guesswork out of finding the right person by standardizing human capital objectives across organizational lines. Companies can model workforce scenarios for future developments such as mergers, expansion, reduction in workforce, or product diversification.

Improved Resource Decisions

Job Vision provides the tools for strategic Make, Buy or Rent resource decisions, based on the best possible data. Critical skills within an organization can be acquired only through the development of current employees, the hiring of new employees, or outsourcing. Job Vision's predictive intelligence makes talent resource decisions easier, because you can locate and access the employees who are best qualified to help your company achieve business goals.

Reduced Administrative Burden

By automating the time-consuming tactical functions of the hiring process, freed up resources and staff can be redeployed to more strategic imperatives.

Accomplish More with Fewer Employees

In economic downturns, productivity becomes even more critical to profitability – and sometimes, even survivability. Job Vision can help your company deliver significant cost savings by making sure the employees you have are right for the job, that promotions are based on accurate data, and that new employees can perform the jobs for which they are hired.

TEDS TALENT MANAGEMENT TOOLS



TEDS Learning Composer™



TEDS Resource Manager



TEDS Tuition Aid™

Reduced Risk

Job Vision's more objective and equitable decision-making process helps companies remain in compliance with EEOC regulations and boosts employee morale.

Lower Costs

Every day a job remains unfilled costs your company money. Job Vision helps cut recruitment process cycle times and saves recruitment dollars.

Increased Employee Satisfaction

Companies committed to advancing the careers of their employees enjoy higher staff morale and higher retention, greatly reducing the costs associated with high turnover.



JOB VISION BENEFITS FOR HIRING MANAGERS

- Company-wide searching and mining of employees' resumes to find the best possible resources for a project, an assignment, and job knowledge or experience
- Requisition management with flexible approval functionality
- Internal and external job posting sites
- Electronic connectivity to other career management systems
- Applicant processing
- Automatic candidate/vacancy matching
- Candidate identification and tracking
- Notifications to manage workflow processes



JOB VISION BENEFITS FOR EMPLOYEEES

- Dynamically-built Electronic Resumes/Employee Profiles with data from other TEDS modules and from employees themselves
- Career preference selections – employees may select jobs of interest and add their names instant candidate pools
- Job Profile/Resume/Assessment - employees may select a job profile, compare their resumes against the profile, discover any existing gaps in their resumes, add objectives with associated learning to their Individual Development Plans and lose the gaps.
- Ability to apply for job openings
- Job posting notifications - Employees may view posted positions and position definitions



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OTHER BENEFITS ACROSS THE ORGANIZATION

- Enterprise-wide job forecasting
- Ability to forecast and monitor required competencies (skills & knowledge) in support of business goals
- Automated Management from initiation of requisition to filling the job
- One stop to find resources via the Job Vision Resource Locator
- Automatic generation of qualified applicant pool based on a variety of user-defined criteria
- Greatly reduced time to create a talent pool
- Career preference selections produce instant candidate pools
- Cross-divisional/company resource identification produces instant candidate pools



Job Vision™ is a crucial component of TEDS' suite of seamlessly integrated, single-platform software solutions. With our modular web-based system, your organization can implement this feature-rich talent management solution alone or in tandem with one or **more complementary TEDS modules.**



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