

THE TEDS CONSORTIUM

Our focus remains on equipping customers with the most powerful Talent Management Solutions possible.

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ABOUT THE CONSORTIUM

The TEDS Consortium first met in 1991 with the sole intent of bringing together the best strategic thinking minds in the learning management space to provide real business input to the market's first Learning Management System, TEDS. Joe Ellis, owner and CEO of TEDS, set up this model to ensure success of both members, who were guaranteed a product built on best practices, and TEDS who would showcase an evergreen, market leading offering.

Initially the think tank was comprised of TEDS' customers and several academicians who specialized in this evolving market. The membership grew in size as the customer base increased. It was apparent that the members valued having meaningful dialog and strategic input.

There has never been a cost to join the consortium, however, there is a process for voting in new members which is controlled by the member companies. The prospective company submits a company profile and the proposed value they will add as a consortium member. If approved, the prospective company visits the consortium to allow the member companies meaningful interaction, and after the visit a vote is held by the members on the prospective company's inclusion. There are participation requirements and hosting of the consortium is rotated through the members.

The consortium meets twice a year with each meeting including a strategic update from TEDS (strategic, development, market data, etc.), strategic updates from members, Task Team and Fast Track updates, a stretch topic provided by the host company and other topics as needed. The ability to network with the leaders of other member companies is always cited as an incredible benefit.

About Task Teams – In order to facilitate the process for converting strategic ideas to actual functionality in TEDS, the consortium created Task Teams which are commissioned by the consortium to focus on a specific functionality. Once chartered, Task Teams gather TEDS' representatives and interested customer

representatives to share best practices. The team creates a requirements document and submits to TEDS Development for creation of the design document. After final sign-off of the design documents by the Task Team, TEDS Development places the new functionality on the development road map for a standard release of TEDS. The power of Task Teams comes from multiple customer inputs based on their respective best practices which yields functionality in a standard TEDS release that is highly configurable to meet the needs of many different companies.

About Fast Tracks – Customers increasingly need specific, ROI driven functionality in between the regularly scheduled major release cycles. To meet these specific needs, the Fast Track process was created. A customer or group of customers contract with TEDS to enhance or create functionality. The critical differentiator in the TEDS process is that the functionality becomes part of the next major release which means the TEDS customer base is on the same version path. The benefits are a cost effective solution for customers as they do not have to support a “one off” solution and TEDS continually focuses on a development path that meets the needs of all customers. The process includes: meetings with TEDS Development to create a requirements document, TEDS Development combining this input with market data from Sales to create a design document, the approval of the design document by the sponsoring company or companies, and TEDS Development producing the product. The sponsoring company or companies receive the functionality first and the functionality is then rolled into the next major release of TEDS.

RESULTS OF THE CONSORTIUM

With Joe Ellis’ vision and the valuable input from the TEDS Consortium members, the scope of discussion expanded from learning management to the concept

of People Resource Planning (PRP). PRP focused across silos in the people related process which is analogous to what MRP (Materials Resource Planning) had done for manufacturing. With PRP the think tank brought together best practices in the areas of competencies, roles, and performance, and by 1994 these areas had been added to the core functionality of TEDS. In 2000, TEDS went a step further utilizing critical member input to add recruiting and staffing functionality to the TEDS suite of modules. The most recent addition to the PRP solution (now called talent management solution) is the succession management module.

Interestingly the market was not yet ready for the PRP concept in the 90s. The emergence of the Learning Management System (LMS) gained strength in the late 90s. The market grew rapidly with a heavy emphasis on e-Learning. In the 2003, the Human Resource Outsourcing movement, Sarbanes-Oxley compliance requirements and the need to consolidate systems gave rise to market demand for an LMS with integrated competency, compliance and performance capabilities. Add to those factors the recent heightened awareness of the Baby Boomer exit and the need to manage talent more aggressively to remain competitive. The total impact has been a rising awareness of the need for a fully integrated talent management solution.

Only in 2005 did the term Talent Management enter the market. Talent Management is the same concept as PRP, but with analyst support and much marketing behind it. Many varied vendors (ERP, LMS, performance and recruiting) who had focused only on their specific functional areas are now racing to meet the talent management needs in this nascent market. The analysts are still trying to decide what is included in talent management, but to be sure it always contains learning, competencies, performance, staffing, recruiting and succession management.