

Solution Provider Profile

TalentGuard



September 2022

Company At-a-Glance	
Name of Product/Offered	TalentGuard Platform
Headquarters	Austin, Texas
Year Founded	2010
Geographic Coverage	Global
Website	www.talentguard.com

OVERVIEW AND VALUE PROPOSITION

TalentGuard provides the expertise, data and AI-powered software to help organizations evolve skill and job frameworks, build a resilient talent ecosystem and gain an edge through agile employee talent practices.

Whether a company is grappling with talent management for the first time, looking to modernize outdated tools or searching for that extra competitive edge, TalentGuard's comprehensive software suite empowers it to cultivate organizational talent at every level, from developing individual employees to planning for future workforce needs.

Talent Frameworks

Organizations can lay the foundation for talent management with TalentGuard. Features include:

- Pre-built job and skill libraries (best practice) that cover 20 core industries
- TalentGuard contains all key types of competencies (Soft/Foundational, Leadership and Functional)

- TalentGuard’s library links the job profiles to 2,100+ competencies, with matches to Healthcare, Manufacturing, Engineering and Field Services fields
- Pre-built job profiles offer 80%+ fit to a company’s job profiles to support easy mapping.
- The importance of the competency to each job profile is pre-indicated (high, medium, low).
- Behavioral statements measure proficiency on a 1-to-4 scale.
- Competencies are pre-linked to interview questions, coaching tips, learning reference materials and goals.

Competency Manager

Companies can put their competency data to work with TalentGuard. Features include:

- **Create** — Ability to create, edit and add skills, experiences, qualifications, preferences and job role data such as title, description, and responsibilities
- **Map** — Ability to publish and track learning resources mapped to skills and proficiency levels
- **Manage** — Ability to assign skills, proficiency levels and importance for base job profiles
- **Calibrate** — Ability to adjust the level of proficiency and importance level of associated competencies across multiple job profiles and grade levels
- **Govern** — Manage entitlement, rules, roles and policies to govern job-role data.
- **Progression** — Build career progressions based on job grades, job families, titles, and similar skills.
- **Adopt** — Deploy integrated talent management applications built on job profiles or export data for use in other talent management systems.

Intelligent Role Studio

Businesses can evolve their career architecture and role progressions with TalentGuard. Features include:

- **Align** — Seed company job-roles data with industry-leading job role ontologies and uses AI to automatically align job roles with each client’s unique requirements by automatically rationalizing job role names, descriptions, grades, skills, etc., from a variety of customer-provided data sources.
- **Progress** — Automatically and intelligently build career progressions based on job grades, job families, titles and similar skills.
- **Learn** — Over time, job roles change both organically from within an organization and across its industry. TalentGuard’s AI continuously scouts for clues — from employees

and internal data sources and external data sources — that a role is changing and then calls on SMEs to review and train the AI to build trust in the AI's ability to act more autonomously.

- **Evolve** — As the system learns and human trust is established, TalentGuard's AI begins to evolve roles autonomously but always under the watchful eyes of SMEs. Transparency and explainability are essential. TalentGuard's AI provides both so that SMEs can make final decisions about how to shape a role and it helps the AI better nudge role changes in the future.

Talent Assessment

Organizations can take inventory and standardize their employees' skills with TalentGuard. Features include:

- **Assessments** — Configure employee assessments to evaluate skills or behavioral indicators, experiences, qualifications or work-style preferences.
- **Inventories** — Assess many skill types including technical, soft and leadership. Gain insight into job skills (skills related to an employee's current job, key skills (skills an employee gained throughout their entire career) or aspirational skills (skills an employee wishes to develop).
- **Assessment Verification** — Allow managers to verify employee skills and provide feedback for coaching.
- **Skill Dashboard** — Job role proficiency graphs and the progress bar
- **Gap Analysis** — Identify skill gaps based on employee and manager assessment ratings.
- **Curated Skill-Based Learning** — Prescribe curated learning paths based on true skill gaps. Automatically serve up a single view of training aggregated across multiple learning platforms and vendors to close gaps and improve employee development.
- **Coaching Conversations** — Track skill history and employee and manager conversations focused on skill and career development.
- **Manager Insights** — View a comprehensive dashboard of employee and team skills, status and more.
- **Admin Insights** — View talent insights to assess workforce readiness. Provide dashboards of organizational capability, individual and team skill gaps and prescriptive learning.
- **Talent Finder** — Comprehensive filtering tools to search for employees with specific skills, experiences, qualifications and preferences

Career Pathing

Companies can help employees envision their professional future skills with

TalentGuard. Features include:

- **Assessments** — Evaluate employee skills or proficiencies.
- **Role Match** — Find and compare skills to any job role in the company and see the skills needed to prepare for the next move.
- **Career Canvas** — Build career progression from an employee's current job role to a future role.
- **Career GPS** — Evaluate many career routes to achieve career aspirations.
- **Gap Analysis** — Identify skill gaps based on employee and manager assessment ratings.
- **Action Planning** — Automatically serve up a single view of training aggregated across multiple learning platforms and vendors to close skills gaps and improve employee development.
- **Vacancies** — Search for current vacancies and compare organizational skills to skills needed in any job opening to assess fit.
- **Mentors** — Search for mentors or volunteer to be a mentor to others.
- **Coaching** — Tools for managers to provide higher levels of career coaching to foster employee development
- **Talent Insights** — Access dashboards to make informed decisions about the company's workforce.
- **Guided Walk-Thru** — Step-by-step guides to assist employees every step of the way on their career journey

Succession Planning

Businesses can predict and manage their future talent needs skills with TalentGuard. Features include:

- **Assessments** — Evaluate employee skills or proficiencies to better gauge current and future potential.
- **Succession Pools** — Create unlimited talent pools based on a role, person or project and view employees by selected criteria.
- **Talent Grid** — Create custom talent grids and view employees against performance and potential criteria.
- **Manager Talent Planning** — Managers can strategically manage their team by setting various criteria for each employee.
- **Risk Mitigation Center** — Analyze potential risks and gaps encompassing the organizational succession plan in a centralized hub.
- **Side-by-Side Comparison** — View up to four succession pool members side-by-side to analyze bet fit candidates.
- **Organization Chart** — View and navigate the entire organization in a single view with

insights into important succession information.

- **Gap Analysis** — Identify skill gaps based on employee and manager assessment ratings.
- **Action Planning** — Automatically serve up a single view of training aggregated across multiple learning platforms and vendors to close skills gaps and improve employee development.
- **Vacancies** — Search for current vacancies and compare organizational skills to skills needed in any job opening to assess fit.
- **Talent Finder** — Search for talent based on detailed criteria such as skills, qualifications and keywords.
- **Ideal Candidate Criteria** — A wizard to narrow or expand the scope of the search, allowing the system to recommend relevant candidates for the succession pools based on the criteria selected
- **Talent Insights** — Access dashboards to make informed decisions about a business's workforce.
- **Bulk Imports** — Easily import employees' performance scores, potential ratings and tenure risks by downloading a pre-made CSV and placing it into the system.

Performance Reviews

Organizations can spark meaningful growth throughout the year with TalentGuard. Features include:

- **Appraisals** — Configure the performance program with various assessments such as culture, job, open-ended questions, objectives, etc.
- **Cascading Goals** — Set corporate objectives and cascade them to leaders and employees.
- **Social Feedback** — Employees and managers can solicit feedback from internal or external constituents on goals and objectives.
- **Training Assignments** — Automatically serve up a single view of training aggregated across multiple learning platforms and vendors to close skills gaps and improve employee development.
- **Action Planning** — Update and track SMART progress on training assignments. Solicit 360 feedback from internal and external stakeholders.
- **Check-ins** — Schedule regular check-ins and take snapshots of performance progress for tracking purposes.
- **Corrective Action** — Document activities such as incidents and associate company policies for review with employees.
- **Alerts and Reminders** — Automatic notifications can be sent to staff based on certifications that are current, expired or pending.

- **Progress Dashboards** — Managers have access to a dashboard to review their team’s progress. Icons on the manager’s performance management dashboard indicate the status of progress.
- **Workflow and Approvals** — Set various workflow rules and approvals based on company needs.
- **Talent Dashboards and Insights** — Access dashboards and export reports to make informed decisions about the company’s workforce.

Certification Tracker

Organizations can track certification obligations and compliance with TalentGuard. Features include:

- **Certification Library** — Add unlimited certification groups, certifications and types of certifications.
- **Certification Rules** — Set timing intervals on each certification such as days, months, years or forever.
- **Assign Certifications** — Assign certifications and training to staff based on their job role.
- **Training Assignments** — Automatically serve up a single view of training aggregated across multiple learning platforms and vendors to close skills gaps and improve employee development.
- **Action Planning** — Update and track SMART progress on training assignments. Solicit 360 feedback from internal and external stakeholders.
- **Certification Uploads** — Employees, managers and administrators can upload certificates to support certification requirements.
- **Certification Finder** — Find employees with specific certifications using advanced search features.
- **Alerts and Reminders** — Automatic notifications can be sent to staff based on certifications that are current, expired or pending.
- **Certification Targets** — Set certification company requirements needed for vendor compliance.
- **Bulk Assignment** — Easily update bulk records including certification type, valid to and valid from dates for all or specific employees.
- **Staff Self-Service** — Give staff the ability to upload their records and documents.
- **Talent Dashboards and Insights** — Access dashboards and export reports to make informed decisions about their workforce.

Development Planning

Businesses can inspire growth and feedback with employee goals with TalentGuard. Features

include:

- **Goal Tracking** — Employees and managers can add unlimited SMART goals.
- **Goal Aggregation** — Goals automatically populate from TalentGuard's other product modules with associated skills and learning references for a single view of learning in the flow of work.
- **Goal Details** — View and edit goal title, description, timing, status due, activity feeds, etc.
- **Social Feedback** — Employees and managers can solicit feedback from internal or external constituents on goals and objectives.
- **Skill Association** — Associate skills with each development option to track and align with important company data.
- **Training Assignments** — Automatically serve up a single view of training aggregated across multiple learning platforms and vendors to close skills gaps and improve employee development.
- **Alerts and Reminders** — Automatic notifications can be sent to staff based on certifications that are current, expired or pending.
- **Progress Dashboards** — Managers have access to a dashboard to review their team's progress. Icons on the manager's performance management dashboard indicate the status of progress.
- **Talent Dashboards and Insights** — Access dashboards and export reports to make informed decisions about the business' workforce.

360 Feedback

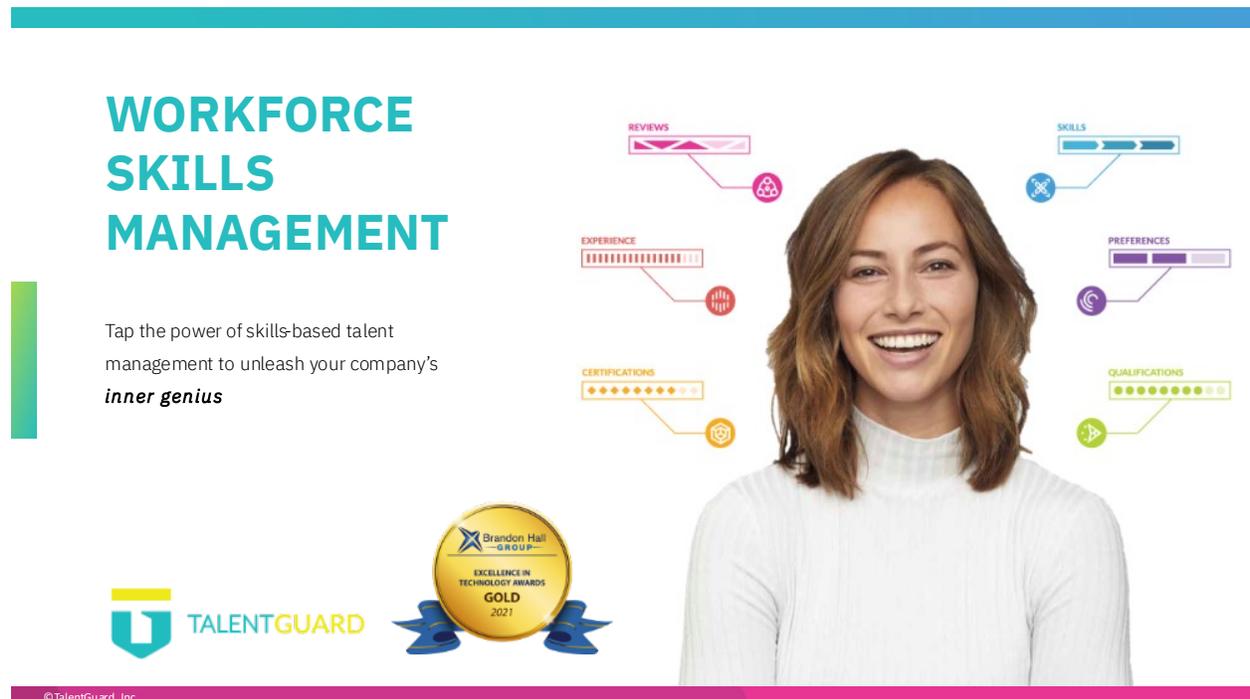
Organizations can show employees how others view them, but make it actionable with TalentGuard. Features include:

- **Create Assessments** — Create and customize unlimited assessments to meet the needs of the organization.
- **Reviewer Groups** — Configure reviewer groups including peers, subordinates, customers, suppliers, etc.
- **Participants** — Invite unlimited participants to provide feedback during the 360° feedback cycle.
- **Review Types** — Configure an unmoderated, moderated, governed unmoderated and governed moderated review based on privacy needs.
- **Program Status** — View the overall status of a 360° program or drill into the details of specific reviews.
- **Individual Reports** — Customize and brand individual 360° reports shared with employees being reviewed.

- **Training Assignments** — Automatically serve up a single view of training aggregated across multiple learning platforms and vendors to close skills gaps and improve employee development.
- **Action Planning** — Automatically serve up a single view of training aggregated across multiple learning platforms and vendors to close skills gaps and improve employee development.
- **Alerts and Reminders** — Automatic notifications can be sent to staff based on current certifications, expired or pending.
- **Progress Dashboards** — Managers have access to a dashboard to review their team’s progress.
- **Benchmark Reports** — Compare various review cycles, employee groups, etc., using benchmark reports.
- **Talent Dashboards and Insights** — Access dashboards and export reports to make informed decisions about an organization’s workforce.

SCREENSHOTS

Figure 1: TalentGuard’s Workforce Skills Management Solution



WORKFORCE SKILLS MANAGEMENT

Tap the power of skills-based talent management to unleash your company's *inner genius*

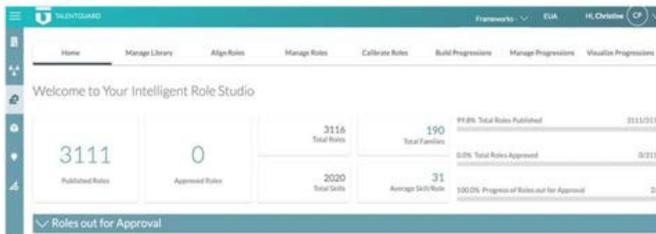
© TalentGuard, Inc.

Figure 2: TalentGuard's Solution

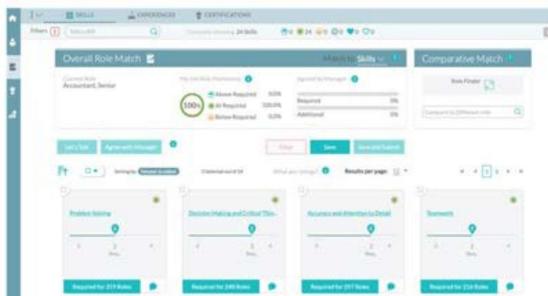


Figure 3: TalentGuard's Intelligent Role Studio (top) and Talent Assessment (bottom)

SNEAK PEAK



Accelerate, automate and simplify key processes of job role and skills management across the enterprise.



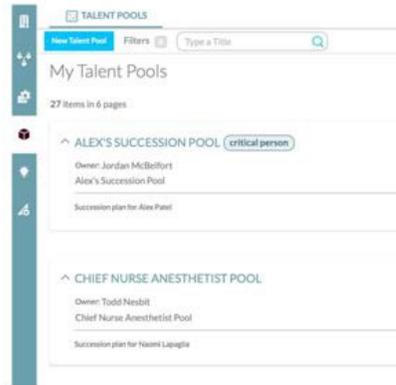
Assess alignment of employees to roles and skills based on benchmarks for skills and other talent data.

Figure 4: TalentGuard’s Career Pathing (left) and Succession Planning (right)

SNEAK PEAK



Employees can actively explore their possibilities within the company and build career paths tailored to their competencies, skills, proficiency levels and goals.



Proactively manage succession risks and role vacancies with internal talent pools. Evaluate how well candidates match the role profile and alert management to flight risks.

©TalentGuard, Inc.

Figure 5: TalentGuard’s Three Pillars

Reveal the true nature of your collective talent

Our platform is built on three pillars that will take your workforce to the next level.

▶ Clarity through structure

Data integrity without the headaches

- Universal language for skills and jobs
- Relevant market data
- Verified information
- SME-generated input

🛡️ Confidence through objectivity

Risk mitigation without the hassle

- Reduced bias
- Improved diversity and inclusion
- Enhanced infrastructure
- Legally defensible decisions

🧠 Resilience through adaptivity

Simplicity is the employee experience

- Simplified talent practices
- Learning mapped to skills and jobs
- Intuitive talent experience
- Agile approach powered by AI/ML




Figure 6: Testimonial 1



The Pathways model [career development program] is something I am very passionate about. It's all about the employee and it's all about **enabling them to grow and progress at their pace in an objective and transparent way** so it's certainly something that's very close to my heart.

TalentGuard is the foundation for this. It's the system that enables it to become a reality!

Alan Reilly
Organizational Learning & Development Manager



- Intelligent Role Studio
- Competency Manager
- Talent Frameworks
- Talent Assessment
- Career Path
- Succession Plan
- Certification Tracking
- Performance Management



Figure 7: Testimonial 2



Our goal was to give employees **an amazing talent mobility experience to help improve retention**, but we didn't want to spend significant amounts of time updating and evolving our job roles on an annual basis.

TalentGuard gives us a way to significantly speed up this process by eliminating the painstaking manual effort while also keeping roles relevant. With Intelligent Role Studio, we can focus more on getting our employees what they need instead of being stuck in the role rationalization processes that is common without a product like this.

Stacey Houston
Sr. Learning & Development Consultant



- Intelligent Role Studio
- Competency Manager
- Talent Frameworks
- Talent Assessment
- Career Path



ANALYSIS BY BRANDON HALL GROUP

Situational Analysis

The world of work has changed dramatically, requiring employers to carefully examine skills needed now and in the future and determine how to fill gaps. Few organizations are fully prepared to develop those future skill sets and most don't have the talent management roadmap, strategies or technology to drive workforce development at scale. Many organizations still manually identify and curate skills. That is unscalable and unpredictable — and is basically guesswork.

Challenges to the Business

Even when organizations leverage some type of workforce intelligence technology, they get a largely one-dimensional view — job roles and skills needed from the organization's perspective. Employee aspirations are largely ignored. Only about one-third of organizations surveyed in Brandon Hall Group's career development research said they agree with this statement: "We believe an employee's aspirations are as important as the organization's needs when considering career advancement." Top talent won't remain at your organization unless they believe they have the opportunity to advance along a path that aligns with their personal and professional aspirations.

Implications for the Business

Employers who have the right technology to generate a universal language for skills and jobs using relevant market data in alignment with business objectives have a distinct advantage in their markets. Those unable to effectively leverage workforce intelligence technology and develop skills in a manner mutually beneficial to employees and the business will struggle to retain top talent and remain competitive.

Questions to be Answered by the Business

- What must we do to make career development and internal mobility more employee-friendly?
- How can we better integrate business needs, employee aspirations, learning and performance to build the skills and competencies that are mutually beneficial to the business and employees?
- What type of technology do we need to improve talent management?

TALENTGUARD AS THE ANSWER

Talent retention and mobility are top of mind for employers in the wake of the Great Resignation and the evolution of the hybrid workplace. Employers need technology that can identify skills and skill gaps, design development plans tied to learning, build career paths and consistently assess job performance to provide a single source of truth about the workforce.

Enter TalentGuard, a comprehensive workforce skills management platform that does all that while enabling employees to weigh in with their aspirations and take ownership of their career development.

TalentGuard CEO Linda Ginac and her team understand that the employee's point of view is critical in creating development plans and determining career options. TalentGuard creates a rich career architecture by using AI to build and maintain a dynamic model of all roles in your organization — job grades, titles, bands and career levels. That is then enriched with data on skills, proficiencies, experiences, qualifications, certifications and workstyle preferences. That generates a talent profile to help you make informed workforce decisions.

Let's say an employer is looking for people who have a certain level of skills for a new role. Employees can take an assessment of their skills and TalentGuard pulls in skills needed for a role based on labor-market data. Employers can choose the skills they want to focus on for the role. Employees can then weigh in on what skills they have and at what level. Unlike many solutions, TalentGuard enables validation by managers and even facilitates a dialogue between employees and managers if there is any disagreement. An employee can even invite another person to evaluate skills beyond the manager. All comments are captured by the system.

TalentGuard can show, through their data and employer and employee input, the effort employees may want to put into developing specific skills. In fact, in succession planning, the employer can set the TalentGuard system so employees are not considered as possible successors unless they aspire to the role or want to develop the critical skills needed for it.

The system also generates a potential rating on employees, driven by its 360° peer feedback tool along with other AI-generated data. This ability to deliver predictive analytics based on a wide range of data is critical.

Besides its prolific native offerings, TalentGuard is working on a partnership with a leading provider to expand external benchmarking for skills data and to enhance insights and dashboards.

In addition, the company has entered into partnerships to offer mentoring and coaching within the platform.

TalentGuard is the rare platform that is both employee- and employer-centric. Employers have a slew of talent management challenges, our research shows, and TalentGuard addresses them in multiple ways, making it as comprehensive a talent management solution as you will find in the market.

- Claude Werder, Senior VP and Principal HCM Analyst, Brandon Hall Group

- Michael Rochelle, Chief Strategy Officer and Principal HCM Analyst, Brandon Hall Group

About Brandon Hall Group

With more than 10,000 clients globally and 28 years of delivering world-class research and advisory services, Brandon Hall Group is focused on developing research that drives performance in emerging and large organizations, and provides strategic insights for executives and practitioners responsible for growth and business results.



ORGANIZATIONAL EXCELLENCE CERTIFICATION PROGRAM

recognizes world-class HCM programs that transform their organization and achieve breakthrough results. This designation is the next step beyond the HCM Excellence Awards, which focus on a single program, and looks at the department as a whole.



SMARTCHOICE® PREFERRED PROVIDER PROGRAM

uniquely places HCM service and technology companies at the top of organizations' consideration list of vendors. It adds an unmatched level of credibility based on BHG's twenty-eight-plus years' experience in evaluating and selecting the best solution providers for leading organizations around