

Talent at the Core



HR technology has changed radically in the last 10 years: bolting talent solutions onto existing HR systems is the wrong approach—**talent needs to be at the core.**

1980s

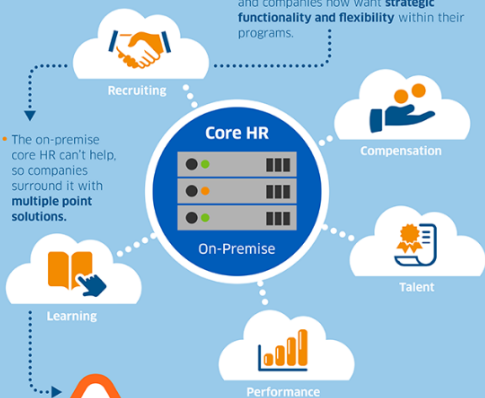
- What we now know as HR used to be the **personnel department**.
- Its purpose was to **hire people** and **make sure they got paid**.
- Monolithic **on-premise ERP/HR systems** did the job as **core HR systems**.



- These systems were **highly customized**, focused on the needs of HR, and very **difficult to change**.

Early 2000s

- **Talent management** is now the focus.
- The personnel department has become HR, and companies now want **strategic functionality and flexibility** within their programs.



- The on-premise core HR can't help, so companies surround it with **multiple point solutions**.

- Islands of data
- Difficult to get a complete view of the workforce
- Multiple interfaces confuse users
- Expensive and inefficient

2018

- There is a shift from the narrow focus of talent management to the more inclusive focus of **talent enablement**.
- To enable the workforce, we need HR systems that **know the employee** and can **personalize the experience** to make it continually relevant and useful.
- This is only possible if the **system of record** (core HR) and the **system of engagement** (talent) are combined into one system.



Core HR

System of record

System of engagement

Talent



- Single source of truth
- Complete view of the workforce
- Single user interface offering a personalized experience
- Effective, efficient, and empowering



Learn more