



Workday Talent Optimization.

The world of talent is changing and the worker experience is critical. Organizations need the tools to invest in people at every stage of their career journey. This requires a shift from capturing talent data in a siloed system to putting it at the center of many of the business decisions you make today. Workday Talent Optimization incorporates people, business, and talent data into a single system, allowing you to attract, retain, and develop a workforce for whatever comes next.

Workday Talent Optimization helps you make data-driven talent decisions, understand and nurture top talent, and engage your workers.

- **Tap into skills and talent data:** Use worker data—such as performance, skills, and career interests—to realize the full potential of your organization and your people.
- **Empower managers:** Give your managers the tools they need to facilitate a meaningful experience between the employee and employer.
- **Engage your people:** Provide career development tools that allow for career exploration, growth, and contribution.

Make data-driven talent decisions.

Dashboards and analytics.

Organizations need to leverage talent insights and analytics to measure success and improve performance. Workday provides key metrics on areas such as adoption, engagement, and skills, making it easy for you to view talent holistically and compare workers through configurable talent cards, N-box, matrix, and search reports. Dashboards can identify if a worker is appropriately compensated for their performance, reducing turnover and increasing engagement.

Skills everywhere.

Workday Skills Cloud allows skills to be integrated and at the center of an organization's people strategy. Workday combines your core HR information with skills and experience data, delivering a comprehensive picture of the rich talent that already exists within your organization and any opportunities to upskill for the long-term success of the business.

Key Benefits

- Trusted source of skills and talent data to help organizations reach talent goals
- Ability to foster a strong relationship between manager and worker, increasing engagement and reducing turnover
- Personalized and centralized locations for workers to visualize their career path

Key Features

- Skills management
- Career development planning
- Goal management
- Performance enablement
- Talent visibility
- Talent pipeline
- Internal mobility

Empower managers.

Understand talent.

Workday makes it easy for your managers to capitalize on every worker's strengths and to retain top talent. Workday equips managers and leaders with data so they can establish a source of truth for the capabilities and skills of the workforce, place them into succession or talent pools, identify retention risks, and have a plan for identifying tomorrow's leaders.

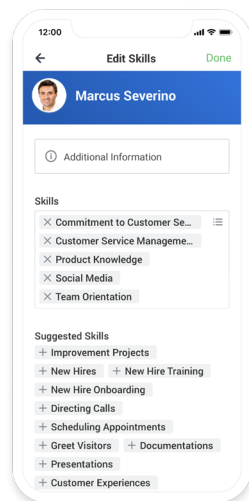
Consistent communication.

Workday supports internal collaboration between a manager and employee by way of anytime feedback and check-ins. While performance and talent reviews can be scheduled at any cadence, feedback and check-ins promote natural, informal conversations that can be used to discuss talent and career goals, no matter how small or large.

Engage your workers.

Support career development.

Workday supports your workers at every stage in their journey. The Career Hub is a one-stop shop for workers to nurture their careers. They can solicit anytime feedback, gain visibility into potential moves using the opportunity graph, converse with mentors and connections, establish goals, update their skills profile using recommended skills, and define competencies and compare them to their current role's standards.



Worker updating skills.

Explore opportunities.

Workers will be able to visualize where they are today and take accountability for their career plan. Workday Talent Marketplace creates transparency and connects employees to opportunities based on the skills they have or want to develop, allowing them to take an active role in their career development. Workday Talent Marketplace empowers employees by seamlessly connecting them to opportunities by removing the barriers to mobility. It creates direct lines to career growth and leverages machine learning to assess fit.

Reach talent goals.

With Workday Talent Optimization, your organization can leverage an innovative solution powered by a skills foundation to manage your performance enablement, career development, and talent pipeline. You gain the tools to better understand and engage your talent, and drive personalized career development and talent mobility while adapting to the challenges of a changing world of work.

Learn more. To explore how Workday Talent Optimization can help you, please visit workday.com/talent-optimization.

Services and support for successful outcomes.

With Workday, you're never alone. We offer deployment services, training, support, and continuous innovations to help you use Workday with confidence. Because each customer has different requirements, resources, and goals, we've designed our services to meet a variety of needs and learning styles to help you realize your desired outcomes in today's changing world.

Workday's commitment to your success doesn't end with a smooth deployment. As our customer, you're part of a powerful community of Workday teams, expert partners, and one of the most collaborative peer groups in the industry. From self-service resources and shared best practices to education and 24/7 support, you're empowered to get the most out of Workday today, tomorrow, and every day.

With Workday, there's no limit to what you can achieve.

For more information, visit workday.com/cx.



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