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Company Summary

Overview

Leading provider of career pathing and talent management software that delivers a world-class career experience to employees and improves engagement.

Highlights

• Headquartered in Austin, Texas
• Provider of Award-Winning Talent Management Solutions
• Serves Mid-Market and Enterprise Global Customers
• Seasoned Leadership Team with Domain Expertise
• Funded by Tier 1 VC Firm

TalentGuard has received top customer satisfaction rankings for its unparalleled customer service.

End-User & Admin Support

Customized Onboarding

Interactive Community
TalentGuard, a leader in cloud-based talent management software, has many office locations in the United States and around the globe.

**North America**
- United States
- Canada

**Latin America**
- Mexico HQ
- Dominican Republic
- Brazil

**Europe**
- Germany

**Africa & Middle East**
- Nigeria
- United Arab Emirates
- Lebanon
- Saudi Arabia

**Asia Pacific**
- Singapore
- Thailand

*TalentGuard European HQ Opening in Ireland Q3’19*
TalentGuard’s suite of products not only met our rigorous evaluation criteria, but their seamless integration of the solution and dedication to customer support was unsurpassed.
Differentiators
The global best-in-class cognitive talent management software in the cloud

Modern User Experience
Lead with a modern, user-friendly end-user experience with elegant design to compete against dated, clunky software systems.

Introduce new, award-winning UI design in 2017 and we are getting rave reviews from customers and the market.

Strategic API Integrations
APIs to integrate to client’s existing HRIS systems and other complimentary technologies.

Integrations with ADP, WorkDay, Instructure LMS, WorkRamp LMS, IBM Assessments and IBM TalentFrameworks.

Cognitive Functionality
Complete talent management suite with embedded machine learning and cognitive functionality to deliver an intelligent user experience.

Data Model
Extensive proprietary and comprehensive data model with several inter-related data components used to power our talent management suite.

Domain Expertise
Our team is comprised of world-class talent management and human resource consultants that will ensure success during the sales, on-boarding and account management processes.

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TalentGuard Offerings

**Technology Suite**
Use one or many modules
- Career Pathing
- Certification Tracking
- Performance Management
- Succession Planning
- Development Planning
- 360 Degree Feedback
- Competency Management
- Compensation Planning
- Learning Management

**Talent Frameworks**
Purchase our frameworks or build your own
TalentGuard offers the most robust ready-to-use library of industry-specific competencies and job profiles.
- 10,000 Competencies
- 5,000 Job Profiles
- 20 Industries

**Professional Services**
Offerings tailored to you
- Competency Modeling
- Career Coach Training
- Psychometric Assessments
- Customized On-Boarding and Training
TalentGuard’s Software Suite
Cloud-Based, Unified Talent Management Suite

- Career Pathing
- Certification Tracking
- Performance Management
- Succession Planning
- Development Planning
- 360 Degree Feedback
- Competency Management
- Compensation Planning
- Learning Management

Available in 56 Languages on Desktop and Mobile
TalentGuard’s Career Pathing software offers personalized career guidance based on the sentiment of the employee and workforce needs.

Value Propositions

• Drive employee enablement by recommending career paths, job enhancement, vacancies and job rotations aligned to skills, goals and aspirations.

• Empower leaders by helping them coach and support employees with meaningful conversations as they navigate the organization.

• Build a workforce around organizational engagement which gives companies a competitive advantage.

Key Features

Coaching and Development

Gap Analysis

Career Progression
Certification Tracking
Track Job-Based Certifications and Compliance

TalentGuard’s Certification Tracking software help companies manage, track and report on employee training, licenses and professional development required by their job role.

Value Propositions

• With timely access to certification and training information by employee, your company can reduce costly fines and keep your business operational.

• Eliminate the need to manage multiple outdated spreadsheets. Generate custom reports tailored to your compliance needs.

• Quickly and accurately verify evidence of employee certifications and stay in compliance with contractual requirements.

Key Features

Automatic Alerts
Renewal Tracking
Role-Based Compliance
TalentGuard’s Performance Management software helps companies assess behavioral and technical skills, align corporate objectives, create customized development plans and support continuous feedback.

Value Propositions

- The selection of employees for promotion, succession and other actions will be based on objective performance management outcomes.
- With accurate evaluations, managers are able to identify skill gaps and recommend relevant training for employee development.
- Clarify job accountabilities for employees and managers, ensuring that everyone is on the same page.

Key Features

- Continuous Feedback
- Goal Management
- Behavioral & Job-Based Reviews
Succession Planning
Gain Visibility into Best-Fit Candidates for Critical Roles

TalentGuard’s Succession Planning software enables leaders to identify critical roles, select high-potential employees who can fill those roles and accelerate development plans.

Value Propositions

- Align the organization based on current and future business needs.
- Understand retention risks and enable proactive intervention.
- Recommend developmental opportunities to accelerate growth of individuals and talent pools.

Key Features

- Succession Pools
- Talent Finder
- Talent Grid
TalentGuard’s Development Planning software enables employees to track career development goals and feedback throughout the year.

**Value Propositions**

- Setting goals creates clarity around career and performance aspirations.
- Measure how effectively employees are achieving goals and their rate of completion.
- Setting and reaching goals helps employees appreciate their achievements.

**Key Features**

- E-Learning
- Goal Monitoring
- Social 360 Feedback
TalentGuard’s 360 Degree Feedback software helps employers gain objective insight into employees’ strengths and weaknesses.

**Value Propositions**

- Helps employees improve self-awareness, better understand strengths, uncover blind spots, and improve skills.
- Use objective multi-rater feedback and coach employees to higher levels of performance.
- Generate assessment benchmarks based on varying criteria and use it to develop and grow employees.

**Key Features**

- Customizable Assessments
- Unlimited Participants
- Benchmark Data

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Competency Management
Manage Competencies and Job Role Profiles

TalentGuard’s Competency Management software provides a central repository for job content such as skills, proficiencies, experiences, qualifications, preferences and job description details.

Value Propositions

• Establish a common language across a company’s global talent management initiatives.

• Recognize key drivers within your organization to increase employee engagement levels.

• Assess employees’ capabilities to identify strengths, gaps and opportunities for learning.

Key Features

Competency Administration
Competency Assessments
Job Role Builder

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TalentGuard’s Compensation Planning Software eliminates spreadsheets and automates the process of the compensation review cycle.

Value Propositions

- Intuitive and accurate workflow to ensure compensation plans are on time and within budget.
- Receive actionable insights to drive new reward strategies.
- Real-time review to support informed and transparent pay decisions.

Key Features

- Salary Banding
- Job Valuing
- Budget Governance
TalentGuard’s Learning Management software enables companies to author, track and deliver online training.

Value Propositions

• Establish consistency in the recommendation and delivery of training materials to all employees.

• Provide continuous learning to help employees build new skills and close gaps.

• Increase learning velocity and eliminate employee frustration during on-boarding, performance improvement and career pathing.

Key Features

Curriculum Management

Resource Management

Blended Learning
Measurable Customer Impact

Return on Investment is achieved within 12 months

- 34% Increase in Share Earnings (DEPS)
- 32% Improved Career Conversations
- 30% Increase in Employee Engagement Scores
- 70% Reduced Voluntary Turnover
Global Scale

TalentGuard uses the Microsoft Azure platform to manage global scalability, performance and security.