





## SuccessFactors Performance & Talent Management Suite

SuccessFactors' highly scalable and modular suite allows customers to address their immediate needs today and provides a platform to add new modules as customers build out their talent management vision.

- ◆ **Goal Management** - *Align all employees around a common set of goals*  
Create, align, and monitor goals across the organization to ensure on-strategy execution.
- ◆ **Performance Management** - *Identify engage, motivate, and retain high performers*  
Measure employee and give meaningful feedback all while automating and streamlining performance reviews.
- ◆ **360 degree reviews** - *Get a more complete picture of performance*  
Collect feedback from superiors, subordinates, peers, and external parties to better understand competency gaps and development needs.
- ◆ **Compensation Management** - *Reward employees based on their individual performance*  
Award salary raises, bonuses, and stock to high performers, streamline compensation planning, and ensure compliance.
- ◆ **Learning and Development** - *Develop employees to tap their full potential*  
Ensure employees have the skills they need to meet organizational objectives and give them the tools to chart a successful career path.
- ◆ **Succession Management** - *Ensure adequate bench strength across the organization*  
Reveal potential leadership gaps and leverage tools to find and compare succession candidates across the organization.
- ◆ **Recruiting Management** - *Recruit the right talent to fill organizational gaps*  
Maximize return on recruiting by strategically sourcing the right talent based on a clear understanding of performance.
- ◆ **Employee Profile** - *Know your employees and keep them connected*  
Create a corporate social network that paints a more complete picture of your employees and promotes collaboration and knowledge sharing.
- ◆ **Analytics & Reporting** - *Gain insights to drive organizational performance*  
Optimize decision making by capturing strategic insights about workforce performance and talent management processes.
- ◆ **Common Platform** - Common components are leveraged across all application modules to create a comprehensive, synergistic solution. Some common components include competency models, a workflow engine, and a centralized permission model.

## Enabling a Unified Approach to Talent Management

SuccessFactors supports a fully integrated and holistic approach to talent management. Our solution was designed and built from the ground up to integrate seamlessly, not just through a common user interface, but at the database and business logic level. The result is a streamlined application that frees managers and executives from functional silos and empowers them to optimize the performance of their people.

## About SuccessFactors

SuccessFactors is the leading provider of on-demand employee performance and talent management solutions that enable organizations of every size, across every industry and geography, to realize their employees' potential and thus drive business results. **For more information, please call 1-800-809-9920 or visit [www.successfactors.com](http://www.successfactors.com).**