ComplianceWire®

TALENT MANAGEMENT...

According to a 2015 Deloitte Bersin report, "performance management is increasingly deemed critical in today's organizations and historical systems are not perceived as adequately supporting next-generation practices."

To help regulated companies meet both their performance management and compliance learning management goals, UL EduNeering now provides a "Talent Management Suite" within our global ComplianceWire platform.

These tools are designed for HR teams, Talent Management teams, and even individual teams in Operations, Quality, and Sales who manage department-specific goals and skill development programs.

From the Executive Floor to the Shop Floor.

Our Talent Management Suite enables you to standardize your organization's performance appraisal program across all employees. In addition, tools enable managers to focus on skills development and competencies for each direct report. Our solution will enable your organization to:

- Capture individual performance reviews and appraisals, enabling managers to sign off on each direct report's review;

- Streamline leadership development programs designed for managers and supervisors;

- Measure "universal" organization competencies;

- Focus on "technical skills & competencies" to expand role-based training programs that improve employee development.

Talent Management Solutions for Regulated Industries

- Performance Management
- Succession Management
- Goal Management
- Skills Development
- Compliance Features
- Leadership Development

PERFORMANCE MANAGEMENT

Leverage Competency Management to Drive Business Performance

Drive superior business performance with an appraisal process that ensures every employee's competence and professional growth supports your organization's talent ecosystem. Align individuals' goals and objectives to those of your business, driving overall performance and revenue.

Our Performance Management tools provide streamlined appraisal processes that ensure employees' performances translate into organizational goals and objectives.

Competency Management tools align every employee's development plan, goals and benchmarks to each business unit's objectives to champion your business's commitment to quality.

Performance Reviews & Tools

Clients can choose tools relevant to your organization, and customize them to match your processes.

- Proactive Performance Reviews and Appraisals
- Skills and Competency Assessments
- Robust Workflow Management
- Configurable Review Forms
- Customized E-Mail Notifications and Message Board
- Dynamic Drag and Drop Dashboard Management

Goal Management

Integrated Competency Management tools provide easy access to key information at the appropriate level for executives, administrators, managers and employees that in turn allows management of company, department and employees' competencies and performance goals.

- Strategic Goal and Objective Alignment
- Cascading goals
- Automates Performance calculation
- Integrated with performance appraisal process
- Single- and Multi-Level skills and competency models are supported

Reporting & Analytics

The Competency Management system includes comprehensive Reporting and Analytics tools. Ad Hoc Reporting and Analytics tools provide administrators with the ability to create and publish meaningful data across the enterprise.

- Robust Ad Hoc Reporting Tool
- Report Scheduling Management Tool
- Powerful integrated Analytics Tool

SUCCESSION MANAGEMENT

Identify, Prepare and Retain Talent Throughout Your Organization

ComplianceWire's Talent and Succession Planning tools help you manage your talent ecosystem as well as prepare for organic changes within your workforce. Through assessment tools, development strategies, readiness ratings and comparative profiles, our Talent and Succession Planning tools analyze and track information about candidates' level of competence, potential, performance history, as well as retention risk.

Talent and Succession Planning tools create and track each employee's knowledge, abilities, competency and readiness to effectively execute the organization's short- and long-term strategies. It also shows you where your weak links are and provides tools to help you focus on those areas of concern.

Customized Tools

Flexible configuration options allow clients to customize tools based on the company's Talent and Succession Planning workflow.

- Configurable Talent Profile forms
- Robust workflow management
- Configurable Review forms
- Customized E-Mail Notifications and Message Board
- Dynamic drag-and-drop dashboard management

Talent & Succession Management

ComplianceWire's Talent and Succession Planning tools provide access to talent profiles for administrators, managers and employees.

- Side-by-side comparison of talent
- Succession Planning Models
- Individual Profiles help identify and track high-potential employees
- Competency Management Tools that measure individual skills and compare to defined ratings
- Integration with Competency Management

Reporting & Analytics

The Talent and Succession Planning tools come with a comprehensive Reporting and Analytics tool. Ad Hoc Reporting and Analytics tools provide administrators with the ability to create and publish meaningful data across the enterprise.

- Gap Analysis Reports on individuals and/or groups of candidates
- Readiness Ratings based on employees' ratings by managers and others
- Robust Ad Hoc Reporting Tool

ANALYTICS & REPORTING

Management Dashboards and Custom Reporting

ComplianceWire's powerful, proprietary custom reporting and analytics tools allow clients to generate meaningful data from the Talent Management Suite, through 24/7, real-time on-line data access. These reporting and analytics tools drive data elements to let executives, managers and administrators identify impacts, trends, progress and results.

In addition to dozens of included standard reports, this robust analysis and reporting platform also includes a custom reporting tool for the creation of a limitless number of highly specific reports.

ComplianceWire's dynamic Dashboards present quick and easy-to-understand views into the most complex data.

Management Dashboards

Management Dashboards can be easily configured to present immediate views into the most complex data to executives, management or any key personnel in the organization. Dashboards are customizable, interactive and provide precise views of critical data around training and performance effectiveness, goal management and business unit performance, etc.

Ad Hoc Reports

The Custom Reports Builder has virtually limitless capacity for generating actionable reports on any data field within the Competency Management Suite. Custom analytical reports can be developed and rolled-out to specific business units or job roles — providing the right data at the right time to make important business decisions.

Workflow Dashboards

Dashboards are a powerful way to lay out and track workflows inherent in the business process that the dashboard is monitoring. Dashboards are used graphically so users can see the high-level processes and then drill down into the lower level data that is managed by the Competency Management software.

Tools

Our digital Dashboards are driven by our reporting engine and ready-to-use widgets:

- Analytics and Forecasting widgets
- Feeds, Blogs and Podcasts widgets
- Home Page widgets
- Server statistics
- Social widgets
- Training initiatives

SOCIAL COLLABORATION

Building. Sharing. Belonging.

ComplianceWire's Social Learning features integration provides aid to the organization to build "sharing communities" that are secured and alive, constantly allowing users to share their knowledge and expertise with others in the company's secured community.

ComplianceWire offers an interface that's familiar with social media users, providing similar abilities. Your employees can get access to in-the-moment, usable knowledge from a peer, manager or expert in your company, securely — through our integrated posts, Blogs and Articles, and Discussion Forums; all of which can be monitored and/or moderated to maintain your organization's professional "voice" internally.

Features

- Blogs
- Wikis / Knowledgebase
- Social searches combine relevant social data with other search results
- Content Ratings
- Collaboration
- Discussions
- Comments on all social objects
- Built-in tools to report abuse
- Administrative Control

Benefits

- Develops higher level thinking skills
- Promotes employee/manager interaction and familiarity
- Builds self-esteem in employees
- Enhances employee satisfaction with the learning experience
- Promotes a positive attitude toward the subject matter
- Creates an environment of active, involved, exploratory learning

- Uses a team approach to problem solving while maintaining individual accountability
- Stimulates critical thinking and helps employees clarify ideas through discussion and debate

About UL EduNeering

UL EduNeering is a division within the UL Ventures business unit. UL is a premier global independent safety science company that has championed progress for 120 years. Its more than 10,000 professionals are guided by the UL mission to promote safe working and living environments for all people.

UL EduNeering develops technology-driven solutions to help organizations mitigate risks, improve business performance and establish qualification and training programs through a proprietary, cloud-based platform, ComplianceWire®. In addition, UL offers a talent management suite that provides companies the ability to improve workforce skills & competencies within established role-based talent training programs to drive business performance.

For more than 30 years, UL has served corporate and government customers in the Life Science, Health Care, Energy and Industrial sectors. Our global quality and compliance management approach integrates ComplianceWire, training content and advisory services, enabling clients to align learning strategies with their quality and compliance objectives.

Since 1999, under a unique partnership with the FDA's Office of Regulatory Affairs (ORA), UL has provided the online training, documentation tracking and 21 CFR Part 11-validated platform for ORA-U, the FDA's virtual university. Additionally, maintains exclusive partnerships with leading regulatory and industry trade organizations, including AdvaMed, the Drug Information Association, the Personal Care Products Council and the Duke Clinical Research Institute.

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