

# Talent|REWARD

Integrated Talent and Compensation Technology

When it comes to talent and compensation management, no other firm combines the human capital expertise, world-class technology and global strength of Towers Watson.

**3 Million Employee Records!**

Employees, managers and HR administrators from leading organizations use **Talent|REWARD**.

## Human Capital Consulting

Trusted by the world's leading organizations, Towers Watson provides consulting services to more than three-quarters of the Fortune 100. Our human capital consultants have the experience to create significant business value. With deep insight into complex issues, we design and implement programs tailored to meet your global and local needs.

Our consulting solutions range from strategy development to highly advanced workforce planning and optimization. They are delivered by consultants — around the globe — with a keen vision for solving business problems and a history of innovative solutions. We start with your business objectives and then develop a tailored solution to meet your specific needs, such as:

- Developing and defining a human capital strategy and its architecture
- Designing, implementing and delivering a total rewards and talent management solution
- Leveraging technology to achieve effective ongoing delivery

## Talent|REWARD: Towers Watson's World-Class Software Suite

Optimizing program design is a powerful first step. Next is unifying processes and user collaboration with intuitive technology. Built by global HR experts, our world-class **Talent|REWARD** software automates your talent and compensation programs. And because it's modular, flexible and scalable, it enables full integration — at the right time! With more than three million employee records, at hundreds of companies worldwide, **Talent|REWARD** is used to perform:

- **Performance management**

Create an on-line environment for employees and managers to collaborate on performance improvement based on clearly aligned goals and objectives. Enable collection and documentation of feedback to boost productivity and employee engagement. Involve broad feedback providers. Link performance objectives to learning opportunities. Automate year-around processes to encourage ongoing dialogue about performance.

- **Career development**

Allow employees to explore their career options: research potential career moves, understand required skills and competencies, register for training and development activities.

- **Learning management**

Manage your company's learning resources. Include traditional training plus e-learning, self-study, internships, mentoring and more. Set-up training calendars. Enable employees and managers to search for training opportunities. Link training to development and performance objectives. Foster employee engagement.

- **Succession planning**

Maximize talent: right people, right job, right time. Know your high potential employees. Build talent profiles. Obtain talent visibility. Develop and cultivate bench strength. Transform talent development into powerful engine for business success.

### Consulting and Technology

No other firm can combine clear, comprehensive HR knowledge with intelligent, intuitive technology.

- Job leveling** (Global Grading System)  
 Create a job hierarchy relevant to your organization that is globally applicable, yet culturally neutral. Assess jobs against a defensible, easy-to-explain leveling methodology with tested links to market data.
- Market analysis**  
 Market price jobs efficiently (in any currency). Define market and employee pay when evaluating compensation practices. Update matches each year automatically. Assess employee pay against unlimited survey data. Determine trends in market movement.
- Compensation design**  
 Create and evaluate salary structures, broad bands, and market ranges. Develop cost models to analyze pay increase scenarios. Link models together to compute compounded budgets and analyses.
- Compensation planning**  
 Align rewards with performance. Retain top performers. Allow line managers to recommend compensation changes with required approvals. Provide complete budget control over pay adjustments. Enable full visibility for HR business-partners. Unify performance management and compensation planning.
- Recruiting**  
 Create requisitions and post to job boards. Track applicant processing through configurable workflow. Search talent pools of internal employees and external candidates. Develop custom forms and letters.

The screenshot displays the Talent|REWARD system interface for user Bruce Todd. The page is titled "My Dashboard" and includes a navigation menu with options like Home, My People, Learning, and Recruiting. The main content area is divided into several sections:

- My Info:** Shows the user's name (Bruce Todd), title (VP of Finance), and options to find the person or view their profile.
- My Career:** A sidebar menu with links to My Dashboard, My Career Goals, My Strengths And Opportunities, My Development Plan, My Education History, My Career History, My Certifications, My Skills, My Job Preferences, and My Report List.
- Tools:** A sidebar menu with links to Organization Goals, Competency Library, Skills Library, Job Library, and Job Search.
- Notices:** Contains an announcement about a promotion and a warning that the user has one period with matrix reviews to complete.
- Performance - Previous Year (1/1/2008 - 12/31/2008):** A table showing activities like "Goals and Objectives" and "Self-Assessment" with their respective start and due dates and statuses.
- Performance - Year End (1/1/2009 - 12/31/2009):** A table showing activities like "Goals and Objectives" and "Self-Assessment" with their respective start and due dates and statuses.

Our human capital experts implement **Talent|REWARD** focused on optimizing employee and manager adoption and experience. Once the system is operational, we provide support services that surpass basic technical assistance. They include ongoing support from expert consultants to help you evolve and increase the return on investment from your talent management processes and practices.

## Global Strength

With 130 years of client service, Towers Watson's consulting and technology solutions are here to stay. Our 14,000 associates in 36 countries attest to an important fact: We have the strongest global presence in the industry. And our success and stability is well recognized:

Our groundbreaking talent management and employee engagement research provides insight into best practices across borders and industries, and informs our recommendations. We maintain the largest normative employee database in the world.

Our reward and talent management technology serves hundreds of clients with millions of employee records and is backed by the strength of an organization that has been doing business for more than 130 years.

## About Towers Watson

Towers Watson is a leading global professional services company that helps organizations improve performance through effective people, risk and financial management. With 14,000 associates around the world, we offer solutions in the areas of employee benefits, talent management, rewards, and risk and capital management.

For more information on our talent management and compensation solutions, visit [towerswatson.com](http://towerswatson.com).