



You've recruited the best talent. You've trained them to deliver.
You've set and exceeded performance expectations.
The next step: **future-proof.**

We've taken our **keep-it-simple** philosophy and come up with a process that takes bulky administration out of the equation. **Capture data** and assessments from end users, with little to no training, using **simple user interfaces**, guiding notifications and **streamlined reporting**.



TALENT PROFILE

Automate the collection of information important to your organization. Education, work history, skills assessment, goals, achievements and certifications in **one data-mineable place.**



TALENT ASSESSMENT

Leverage your managers' insight. They know their team members' strengths, growth opportunities, and potential. Turn their personal experience into **strategic action.**



TALENT REVIEW





Identify and advance people on-demand. Our workflows drive the completion of this process for you. Enable leaders to capture a clear vision of team growth, as well as **forecasting potential opportunities.**

Preparing for the future is complex. You need a sophisticated tool that provides you with **meaningful views into your crucial data.**

Let's Get in Touch!



Talent Review

Helen Carpenter	Jordan Carmichael	Robert Conway	Shannon Pratt
			
Status: In Review	Status: Assessment in Progress	Status: Profile Collection in Progress	Status: Ready For Review
Potential Next Role: District Manager	Potential Next Role: Sales Manager	Potential Next Role: Department Manager	Potential Next Role: General Manager
Role: District Manager	Role: Sales Manager	Role: Department Manager	Role: General Manager
Status: Ready Now	Status: Ready with Development	Status: Ready with Development	Status: Ready with Now
Potential Replacements: John Smith	Potential Replacements: Valentina Rodriguez	Potential Replacements: Joan Hualey	Potential Replacements: Aayush Khatri
Associate Name: John Smith	Associate Name: Valentina Rodriguez	Associate Name: Joan Hualey	Associate Name: Aayush Khatri
Status: Ready Now	Status: Ready Now	Status: Ready with Development	Status: Ready Now
Work Experience: Assistant Manager	Work Experience: Sales Associate	Work Experience: Sales Manager	Work Experience: Department Manager
Position Title: Assistant Manager	Position Title: Sales Associate	Position Title: Sales Manager	Position Title: Department Manager
Company: Reflections Marketplace	Company: Reflections Marketplace	Company: Reflections Marketplace	Company: Reflections Marketplace

A Collaboration Invitation

When you invite team members to take part in the Talent Review conversation, you send a sincere message about the value of **personal and organizational growth**. Not only does this build loyalty but you'll uncover details that help you find the **perfect candidate for that open position**.

Your Managerial Brand

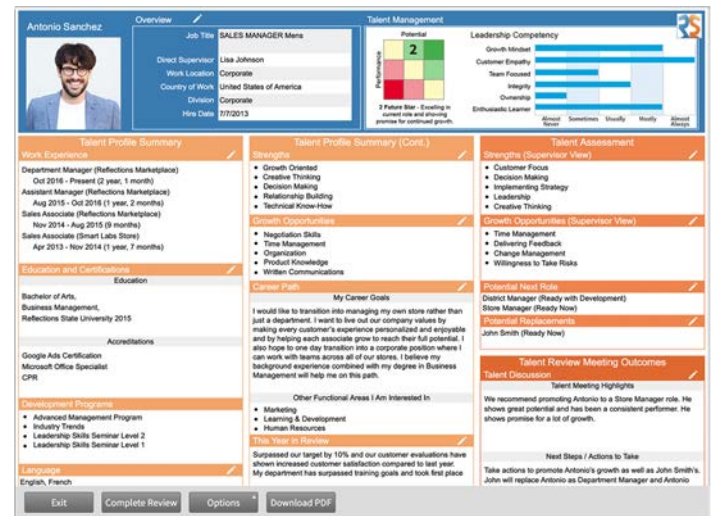
Loyalty is the foundation on which everything is built. Promoting from within sets the precedent that hard work leads to recognition. It also saves you time and money. Give your managers a process that **streamlines and normalizes assessment criteria** with real value. Empower them with tools to **succeed at succession planning**.

A Future Proof Plan

The evolution of your company is about as predictable as the weather. Markets change. Trends change. Products change. Most importantly, people change and grow. **Harness the power of change**, like a windmill harnessing the changing winds. Talent Review ensures you are ready for every which way the wind blows.

A Diamond In The Rough

Once you start mining through the data, who knows what you'll find. Our **data-mining tools** make identifying a candidate pool easy as searching Google. Get the **perfect list of qualified candidates**, so you can make an informed and very human decision.



SEE INTO YOUR FUTURE

Give us a call and we'll show you the great things in store for your business with **Cognition Talent Management** (all without a crystal ball).

Let's Get in Touch!

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