

As most of our customers are global companies, we are used to seeing local HR in a global structure, thus advising where both local and global benefits can be achieved. We also have experience in advising how your company's global HR system will work together with local systems, should you have the need for implementing local systems or modules.

A standard health check including a thorough report, advises and conclusion will take approximately 10 working days to complete.

If this has your interest you can contact us on the below address & email.
We look forward to our future co-operation!



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TALENT MANAGEMENT



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PRODUCT SHEET

TALENT MANAGEMENT

Talent management is a process that emerged in the 1990s and continues to be adopted, as more companies come to realize that their employees' talents and skills drive their business success. These companies develop plans and processes to track and manage their employee talents. Companies that are engaged in talent management are strategic and deliberate in how they source, attract, select, train, develop, retain, promote, and move employees through the organization. Talent Management is a holistic approach to HR. HR grew up in functional silos – recruitment, compensation and benefits, performance, learning and training. Believing in Talent Management, the silos are in these years being dissolved and sub-processes and internal HR functions are being integrated .



Talent Management is a fact-based business process determining what skills are needed to meet business objectives of the company.

An example: *Just as Car-manufactures go through the process of getting regular reports of car sales, plan production around these sales trends, order the parts they need and arrange their shipping based on these plans.*

Talent Management is a similar business process just with focus at getting the human resources to reach business goals – to figure out what skills you'll need to meet your company / customers' needs and then recruit and train to satisfy the

and setups (including Payroll). This means that your company will get the best out of SAP HR – also in China.

Our partner company can also perform highly technical SAP setups as well as building interfaces to local systems etc.

Using MB it-Consulting in China means that your global HR systems will be fitted with all local demands and requisites in China, at the same time keeping the global standards of your company's HR policy and systems.

Off shoring

Our Chinese partner can blueprint, build, develop and test your SAP HR related tasks. We have experience from several off shoring projects successfully delivering value to our customers through reduced development prices and fast delivery from China.

All projects will be lead by Chinese speaking Danish resources securing optimum communication between project management and development.

Ask us for possibilities to solve your special needs, both in terms of price and delivery we are competitive!

System Landscape Health Check

MB it-Consulting proposes a Health Check Analysis of your current HR system landscape. It includes a thorough analysis of your current HR applications and systems as well as a conclusive report suggesting where changes will bring value to your business. A typical challenge we encounter during a health check is a setup with many different HR applications – local as well as global ones, that are not aligned and working together. A setup like that means dual entry of data due to the presence of both a global and local HR system. Besides leading to extra work in keying in data, it can also lead to mistakes, wrong and erroneous data and systems not updated with live data.

This will affect your data quality and mean that global reporting is incorrect, ultimately leading to wrong decisions due to faulty or missing data.

Our health check will suggest solutions how to avoid inconsistency in the HR process, and possible lack of data quality due to several HR applications will also be addressed. In total this process optimization will benefit your company in terms of better data quality to make better decisions.

MB IT-CONSULTING SERVICES IN CHINA

Organization in China

Our Chinese organization is based in Beijing, but we also have consultants operating out of Shanghai. All consultants speak English as well as Chinese. Danish resources are also based in Beijing on a need to basis, facilitating contact between our customers Danish headquarters and the Chinese entities, securing communication, policies and facilitating tasks according to guidelines and knowledge from Denmark.

Our organization uses and shares knowledge between European and Chinese HR consultants both in terms of process related and technical question.

This setup benefits your company as you have access to a pool of resources and knowledge from both worlds shortening response times and securing a fundamental understanding of European and Chinese HR and how it works together.

Talent Management

Let us help your Chinese organization benefit from the disciplines of talent management. We have highly skilled Chinese process consultants to assist you setup or review your company's talent management programs and procedures.

In a competition based society as the Chinese, hiring the right people, maintaining and developing their talents and retaining them is crucial to your company's success.

We will analyze and propose pragmatic talent management processes and tools, which work in real life, and bring value to your business and your Chinese branch. All our talent management consultants have deep knowledge about Chinese as well as global talent management, bringing value to your company.

We propose a session to uncover your global talent management programs and values, fitting them in to your Chinese organization respecting both global and local HR thus enabling you to find, develop and retain your Chinese talents.

A startup talent management session can be prepared, held and concluded in 5 working days.

Chinese SAP

We partner with a Chinese vendor specializing in SAP HR. Through our partnership we can offer services in all SAP modules as well as Chinese infotypes

needs. As people resources / talents become a scarce resource, this sort of skill/workforce planning will become more important to global enterprises !

WHAT IS A TALENT

The term talent management means different things to different people. To some it is about the management of high-worth individuals or "the talented" whilst to others it means how talent is managed for all employees and potential employees- i.e. on the assumption that all people have talent which should be identified and liberated.

The Talent Management process can be used on all employees.

SAP AG Talent Management concept is actually defined as: *"The talent is every employee in an organization."*

However most companies start their talent management process with focus on potential successors: *"The talent is high-worth employees."*

In the future "The talent" will be everybody – not just hired employees in the company but also future employees. Companies will scout for future employees and when the future employees are ready, they will be hired!



SOLUTION

MB it-Consulting's Talent Management solution requires that all employees are registered in SAP HR Personnel Administration (PA) and the organization is fully updated in SAP HR Organizational Management (OM) including correct specification of managers in all relevant departments. The talent management solution includes the following three areas:

I. EMPLOYEE MANAGEMENT

SAP HR's standard modules for recruitment, performance evaluation, learning, compensation management, career planning and succession planning are the key processes in Employee Management.



All processes are integrated via competences, skills and qualifications stored in SAP HR's Qualification Catalog. But typically companies priorities and implement the processes in phases to secure that the organization can absorb initiatives and focus activities according to business needs.

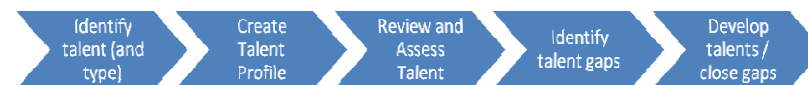
2. COMPETENCE MANAGEMENT

The key element in the integration between the SAP HR standard modules is the competence catalog. This is updated via SAP HR standard modules. E.g. Performance module is used to evaluate existing qualifications, Learning results in new skills, Expatriation results in new competencies etc. The competence catalog is created and designed individually for each company according to their requirements. For Human Resource Partners this requires a process to handle competence identification.



3. TALENT IDENTIFICATION AND ASSESSMENT

Companies have different definitions of talents e.g. Performance score overall score is high the last two years and potential assessed to very high – or just plain and simple Job Grade > 54. When talents (and/or potential talents) are identified a Talent profile is created and reviewed. The process usually looks like this:



Different Talent Profile types can be created depending on Talent Types e.g. future leaders or specialists. The Performance module is used for the talent identification and assessment and performance scores and values from the competency catalog is automatically inserted into the Talent Profile. Talent Profiles can be accessed from the SAP Portal by relevant parties e.g. Talent Managers, People Managers and/or the Employee.

TALENT REPORTING

Reports for Talent Management require SAP Business Intelligence. We customize reports to relevant needs. Examples of reports for Talent Managers:

- Employee Talent Profile
- Talent List according to relevant criteria such as performance rating or skills levels
- Succession Planning according to position requirements
- Talent overview divided on diversity elements (e.g. nationality, gender, age-group and education level.)

