



Solution Provider Profile TalentGuard

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The Analysts' Perspective by Brandon Hall Group

Situational Analysis

The world of work has changed dramatically, requiring employers to carefully examine skills needed now and in the future and determine how to fill gaps. Few organizations are fully prepared to develop those future skillsets and most don't have the talent management roadmap, strategies or technology to drive workforce development at scale. In fact, many organizations still manually identify and curate skills. That is unscalable and unpredictable — and is basically guesswork.

Challenges to the Business

Even when organizations leverage some type of workforce intelligence technology, they get a largely one-dimensional view – job roles and skills needed from the organization's perspective. Employee aspirations are largely ignored. Only about one-third of organizations surveyed in Brandon Hall Group's career development research said they agree with this statement: "We believe an employee's personal aspirations are as important as the organization's needs when considering career advancement." Top talent won't remain at your organization unless they believe they have the opportunity to advance along a path that aligns with their personal and professional aspirations.

Implications for the Business

Employers who have the right technology to generate a universal language for skills and jobs using relevant market data in alignment with business objectives have a distinct advantage in their markets. Those unable to effectively leverage workforce intelligence technology and develop skills in a manner mutually beneficial to employees and the business will struggle to retain top talent and remain competitive.

Questions to be Answered by the Business

- What must we do to make career development and internal mobility more employee-friendly?
- How can we better integrate business needs, employee aspirations, learning and performance to build the skills and competencies that are mutually beneficial to the business and employees?



- What type of technology do we need to improve talent management?

TalentGuard as the Answer

Talent retention and mobility are top of mind for employers in the wake of the ongoing disruption of COVID-19 and an alarming rate of employee resignations across many industries. But internal mobility and career development have received scant attention in most organizations for years, Brandon Hall Group research shows.

Now many employers need technology that can identify skills and skill gaps, design development plans tied to learning, build career paths and consistently assess job performance to provide a single source of truth about the workforce.

Enter TalentGuard, a comprehensive workforce intelligence platform that does all that while also enabling employees to weigh in with their aspirations and take ownership of their career development.

TalentGuard, an early pioneer of career pathing software, understands that the employee's point of view is critical in creating development plans and determining career options. The key to career development, our research shows, is mutual benefit; career plans and learning linked to skill development must connect to both the employer's needs and employees' aspirations.

TalentGuard can build a rich career architecture by using AI to build and maintain a dynamic model of all roles in your organizations – job grades, titles, bands and career levels – and enrich it with data, including skills, proficiencies, experiences, qualifications, certifications and workstyle preferences. That generates a talent profile to help you make informed workforce decisions.

Let's say an employer is looking for people who have a certain level of skills for a new role. Employees can take an assessment on their skills and TalentGuard also pulls in skills needed for a role based on labor market data. Employers can choose the skills they want to focus on for the role. Employees can then weigh in on what skills they have and at what level. The employees' perspective impacts the learning that TalentGuard then links to the needed skill development. Since many organizations work with multiple learning management systems, TalentGuard can map learning from each system.

TalentGuard gives employees the ability to search in skill banks for skills they want to develop, including ones that may be aspirational and not necessarily tied to that particular role. That enables employers to understand which skills employees want to develop for their career growth. This process leads to a holistic dashboard for an ongoing dialogue on skills.



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TalentGuard can show, through their data and employer and employee input, the effort employees may want to put into developing specific skills. In fact, in succession planning, the employer can set the TalentGuard system so employees are not considered as possible successors for a role unless they aspire to it or want to develop critical skills needed for it.

Ability, aspiration and engagement are critical to determining potential, and most employers, through their performance management process, only consider capacity and ability, Brandon Hall Group research shows. TalentGuard enables employers to look at talent mobility beyond performance and skill development, to include aspiration and engagement. The system also generates a potential rating on employees, driven by its 360 peer feedback tool along with other AI-generated data.

Overall, TalentGuard's comprehensive approach unlocks deep insights on employee capability and potential so employers can make better workforce decisions. The platform is a particularly good fit for organizations focused on developing specialized skills sets, such as technology companies or the insurance industry.

Employers have a slew of talent management challenges, our research shows, including:

- Understanding the skills and competencies needed now and in the future and the gaps that must be bridged.
- Creating linkage between jobs, learning and skill development.
- Upskilling employees at a faster pace with relevant, multi-modal learning

TalentGuard addresses those critical areas and much more. It's as comprehensive a talent management solution as you will find in the market.

-Claude Werder, Senior VP and Principal HCM Analyst

-Michael Rochelle, Chief Strategy Officer and Principal HCM Analyst

About Brandon Hall Group

With more than 10,000 clients globally and 25 years of delivering world-class research and advisory services, Brandon Hall Group is focused on developing research that drives performance in emerging and large organizations, and provides strategic insights for executives and practitioners responsible for growth and business results.

Some ways we can help...



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MEMBERSHIP PACKAGE

Includes research library access, events, advisory support, a client success plan and more.



ADVISORY OFFERINGS

Custom Research Projects, including surveys and focus groups interviews. Organization Needs Assessment for Transformation, Technology Selection and Strategy.



EXCELLENCE AWARDS

Global recognition showcasing leading programs and practices with a library of case studies.



PROFESSIONAL DEVELOPMENT

Virtual and on-site certification programs, workshops and webinars supplemented with research-driven assessments and tools.



ORGANIZATIONAL EXCELLENCE CERTIFICATION PROGRAM

recognizes world-class HCM programs that transform their organization and achieve breakthrough results. This designation is the next step beyond the HCM Excellence Awards, which focus on a single program, and looks at the department as a whole.



SMARTCHOICE® PREFERRED PROVIDER PROGRAM

uniquely places HCM service and technology companies at the top of organizations' consideration list of vendors. It adds an unmatched level of credibility based on BHG's quarter of a century's experience in evaluating and selecting the best solution providers for leading organizations around the world.