



# Talent Management Solutions by Fæderis

## The new software package for Human Resources

From Web 2.0 to Management 2.0 or how to benefit with Fæderis from the contribution of community and collaborative technologies to facilitate information processing in the company and take all the added value of Talents Intelligence.

→ Because optimizing the management staff is now a strategic critical challenge to companies, Fæderis has designed a completely modern and innovative software package compatible with all platforms. It is one of today's most comprehensive and rich integrated solution; meeting all the basic needs of HR decision makers with maximum usability and modularity. A model of efficiency and simplicity!



**Recruitment**  
• detect Talent  
• optimize mobility

**Evaluation**  
• set developmental goals  
• adapt knowledge

**Training**  
• develop expertise  
• meet aspirations

**Loyalty**  
• consolidate experience  
• develop career

Fæderis  
available  
in SaaS  
mode

Fæderis offers you the features of its «SaaS» model; a new suite of Talent management you will definitely enjoy. Our new model of outsourcing solutions in Web 2.0 is also most efficient and totally secure, allowing our clients to focus on their business processes in Human Resources and freeing them from all the constraints of technical administration.



# One solution, many functions

## Skills

### Career / Performance

Retain, assess and manage your Talents to develop your employees' degree of skill and the competitiveness of your business:

- Careers, Skills Development, walkways and pathways,
- Jobs, positions and activities management,
- Identification of key competencies and proficiency levels,
- Identification of training needs,
- Reporting and custom indicators.

## Recruitment

### job fair

Detect, attract and hire the best professionals through our comprehensive management of the Recruitment process solution:

- Internal and external recruitment offers management,
- Internal job fair,
- Applicant tracking,
- Management and monitoring of recruitment campaigns.

## Training

### Planning

Reconciling individual development and business development through appropriate training while maximizing control of your plan:

- Identify needs and training plans,
- Management ratios and control indicators,
- Planning and monitoring of the training activity,
- Regulatory Devices,
- Management of your internal training center.

## Individual interviews

### Assessment

Make your assessment interviews a key element to your employees' career and a true performance driver for your business:

- Control of annual interview campaigns,
- A complete and unlimited yearly history of interviews,
- Identification of training needs following the annual interviews,
- Tracking Talents and high potentials.

## A unique solution by its modularity and richness.

The Fœderis software suite offers true modularity to adapt to specific company businesses both in the public and private sectors. It is also designed in all languages; and is therefore very easy to deploy abroad.

## Unique advantages in the market

- Hundreds of companies have experienced the maturity and scope of Fœderis for over 12 years
- Constant uses of cutting edge technology
- Ongoing exchanges with professionals from other companies
- A single integrated solution for all HR processes

- Flawless operations between all components of the software suite
- Customizable steering ratios and transverse indicators
- Solutions that are always compliant with the law
- Professionals versed in implementations within complex environments.

# fœderis

## The Reference in HR Software

→ As the leading French publisher of software solutions for Talents management, Fœderis has 12 years of successful experience in the industry, as well as the public sector including the service sector, Banking and Insurance sectors.

→ Fœderis was founded by experts in the world of Human Resources and technological advancements. Today, Fœderis is the leading player in the market managing over 1,000 clients, 300,000 users and 1 million employees.

→ Since 2008, our company has provided solutions abroad and our teams have led ambitious plans for large groups through solutions available in fifteen languages. Our 100% software package strategy allows our customers to benefit from a single core software that easily adapts to all cultures and all types of use; no matter what kind of business they may have.