



Centranum®

Talent Management Platform for knowledge based industries



Capability - Performance - Succession

Founded in 2001 by Organizational Psychologists, Centranum has an international client base. We provide user friendly online tools for practical operational support of people, quality and risk management processes. Purpose built to support evidence based models of performance and competency, the platform promotes best practices in people management. Use our tools to ensure workforce capability and retention, improve quality and productivity and plan for the future.

Quick & easy
implementation

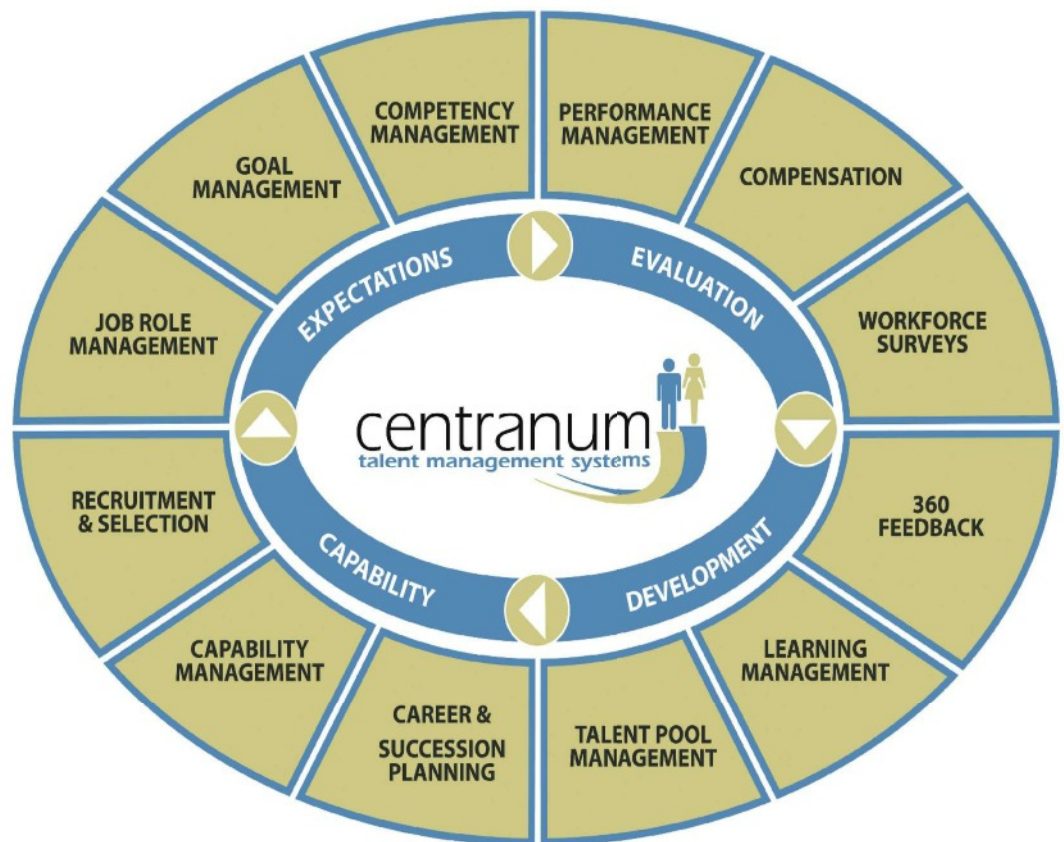
User driven
customization

Subscription
based

Highly cost
effective, rapid
ROI

Automated
interfaces to
any Payroll or
HRMS

Select just the
modules you
need, when
you need them.



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The Centranum platform embodies an integrated proven model of capability & performance development. Informed by 50 years of research in industrial/organisational psychology, and a systems thinking approach. Fully customizable to meet client needs. Captures and organizes in depth information for decision making. Adapts to your processes as they evolve.

Develop Capability

Ensure individuals have the capabilities they need to perform

- ☐ Job Capability Requirement analysis
- ☐ Competency Framework management tools
- ☐ Competency Assessment & 360 Feedback
- ☐ Learning Needs Analysis
- ☐ Individual Development Planning
- ☐ Learning Management

Improve Productivity

Define, track and support Performance Expectations

- ☐ Individual Job Description Management
- ☐ Scorecard Aligned Goal Management
- ☐ Values based behaviour management
- ☐ Continuous Performance Tracking and support
- ☐ Formal Performance Review

Provide for the future

Hire and retain the right staff, develop them for the future

- ☐ Career Development Tools
- ☐ Staff Profiles
- ☐ Talent Identification
- ☐ Talent Pool Management
- ☐ Executive Succession Planning
- ☐ Comprehensive Talent Intelligence



Key Benefits

For staff

- Understand clearly what is expected and how they are doing.
- More scope for self management
- Timely feedback
- Fair and transparent assessment
- Recognition for top performers
- View career opportunities and plan advancement.
- Promote skills and experience
- Greater job engagement

For Managers

- Define & communicate clear performance expectations.
- Monitor workloads & performance outcomes.
- Real time view of goal achievement
- Timely identification and resolution of capability gaps
- Staff driven performance review, more accurate, less administrative workload.
- Identify and develop key talent

For Senior Managers

- Complete overview of people management processes, staff performance, career interest, competency & capability, with ability to drill down to individual level.
- Drive change by defining and measuring new expectations
- Translate organizational priorities to objectively measurable outcomes at individual level
- Comprehensive real time talent management information

For HR /L & D

- Credible system based on a well validated proven model of performance.
- Individualized content ensures relevance
- Strategic focus, allowing HR to be a business partner not an enforcer.
- Supports capability building for the future
- Integrates all people management processes through one data set
- Integrates with HRM and Payroll systems

“Managing talent is at or near the top of the agenda in every region and every industry.”

Survey: Boston Consulting Group & World Federation of Personnel Management Associations