



# Centranum® HRadance

Talent Management Platform  
for knowledge based industries



## Capability • Performance • Succession

Modular state-of-the-art range of online tools for practical operational support of people, quality and risk management processes. Centranum supports best practices in people management. Ensure workforce capability and retention, improve quality and productivity and plan for the future. Established in 2001, Centranum has an international client base.

Web delivered

Quick & easy implementation

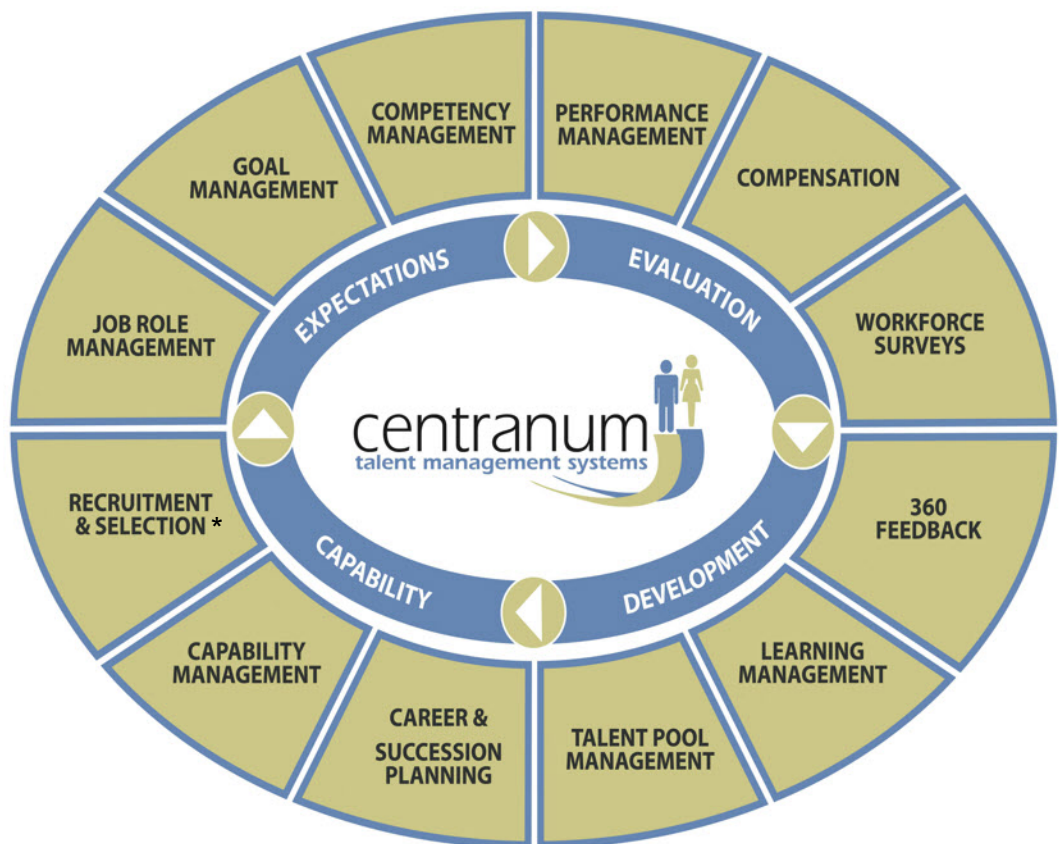
User driven customisation

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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Centranum HRadvance embodies an integrated and proven model of capability and performance development. Informed by 50 years of research in industrial/organisational psychology, and a systems thinking approach. Captures indepth 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 of top performers
- View opportunities, plan career advancement. Promote skills & experience.
- Greater 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 & measuring new expectations.
- Translate organizational priorities to objectively measurable outcomes at individual level.
- Comprehensive talent management information

### For HR

- 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 future capability building
- Integrates all people management processes through one data set
- Integrates with HRMS

**'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