



Centranum®

Talent Management Platform for knowledge based industries

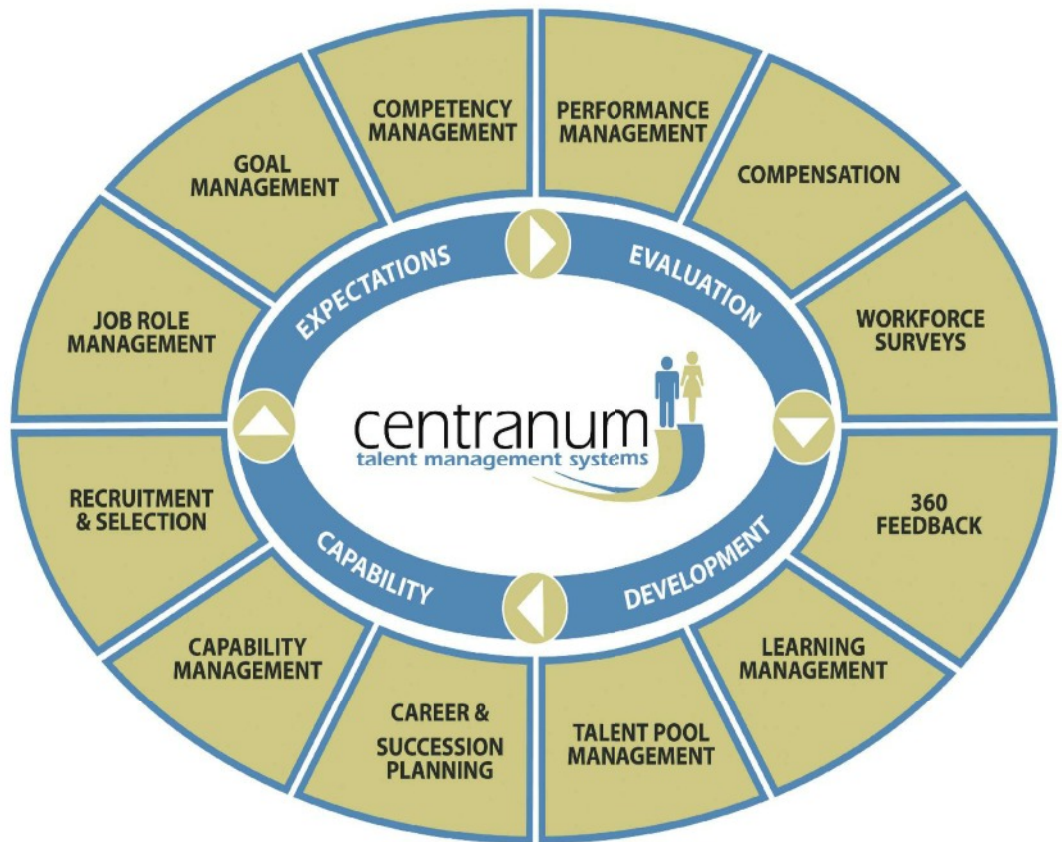


Capability - Performance - Succession

Founded in 2001 by Organizational Psychologists, Centranum has an international client base. The secure web based platform provides user friendly online tools for practical operational support of people, quality and risk management processes. Use our tools to develop and assure workforce capability, optimize performance, ensure staff engagement and retention, improve quality, productivity and a sustainable talent pipeline.

Integrated Modular system

- 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.



Contact Us
 USA +1 646 657 1025
 New Zealand: +64 9 478 5167
 Singapore +65 9815 3403
 Middle East +971 42981220
www.centranum.com
info@centranum.com



The Centranum platform is built to support proven models and processes of capability & performance development. Informed by 50 years of research in industrial/organizational psychology, and a systems thinking approach. Fully customizable to meet client needs. Captures and organizes in depth information for staff 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