

Brochure



Talent Package





Strategic Workforce Development

Nearly 25% of all CEO's have said that they have had to delay or cancel a strategic initiative due to talent constraints. Today, building a rich talent pipeline is critical to success. Whether you are looking for future leaders or building bench strength in critical roles, Saba's Talent package can help you build a sustainable competitive advantage.

The Talent package will help you identify key talent pools for development with our smart pools capabilities, assess their gaps and development needs, and even leverage the power of our social and collaboration capabilities to identify rock stars and high-potential employees.

Saba's predictive learning empowers your employees to take control of their own careers by leveraging TIM, The Intelligent Mentor™, who will automatically recommend the content, people and ideas your people need to get to the next level.

Here's what you get in the Talent package:

- Everything in Learning@Work, Performance@Work, Succession@Work and Recruiting@Work
- E-Commerce engine
- Unified virtual classroom
- Social learning
- Enterprise social and collaboration tools
- TIM, The Intelligent Mentor™
- Social recognition and rewards

World-Class Learning at the Core



At Saba we think about talent management a little differently. While we have all of the same capabilities you would expect in a talent management solution, we believe that in order for all of these processes to be most effective, they need to be tied to learning to drive the personal and professional development of your entire workforce.

That is why our industry-leading learning management solution is at the heart of all of our packages. When you combine learning with succession planning and career development, you get an end-to-end solution for strategic workforce development with the ability to identify high-potential and high-performing people, assess their skills and readiness, and get them ready for the next level in their careers.

And when you add Saba's unique embedded social and collaboration capabilities, you have the opportunity to transform traditional succession planning and career development into a highly effective and personalized experience.

World-Class learning at the core:

- Industry-leading Learning Management System
- Learning content publishing and management
- Testing and assessment
- Extended enterprise learning
- Mobile learning for Apple and Android
- Powerful reporting and analytics
- Saba integration studio



Hire Top Talent

An organization is only as successful as the people it hires. In today's competitive market getting the best talent is a business imperative.

Saba's Recruiting@Work, an integral part of Saba's Talent Management Suite provides the tools that are needed to discover, hire and onboard top talent.

From helping hiring managers determine the right job requirements, to leveraging machine learning technology TIM, the intelligent Mentor, to identify potential internal and external candidates, and to prioritizing external applicants to comparable potential hires on a patent-pending n-box, Saba's recruiting assistant takes the guesswork out of the recruiting process.

Custom assessments make it easier for hiring teams to collect data for each position, video enriches the interviewing process for remote candidates and employees, and private, collaborative workspaces gives the hiring team a place to discuss candidates and to provide feedback from their mobile devices.

Finally, streamlined onboarding accelerates new hires time to productivity.

Find the best talent with :

- Collaborative Hiring Workgroup
- SmartHire Assistant
- Job Requisition Templates
- Custom Assessment
- Native Embedded Video Interviewing
- TIM, The Intelligent Mentor
- New Hire Onboarding



Find Future Stars

If you needed to find people inside your organizations with a specific skill set, expertise, or experience, would you know where to look or how to find them?

Most organizations find it easier to recruit new talent from the outside than to find the right talent internally.

Saba gives you the tools and visibility you need to find the future stars in your organization. With a robust, universal profile that contains both formal talent management information and a record of content and contributions, Saba makes it easy to find the right talent for fast-track management programs, leadership development, or additional specialized training.

Management and HR teams can look at formal performance vs. potential ratings in a classic 9-box grid or they can rely on the social network to surface hidden rock stars and crowd source bench strength based on recommendations from people throughout the organization.

Find future stars with:

- Performance reviews and ratings
- Impressions and badges
- pQ score
- Rock Star nominations
- N-Box grid
- Side-by-side comparisons



Build Your Talent Pipeline

Once you have found those top performers or high-potential people in your organization, Saba helps your HR team and management keep a close eye on them with easy-to-understand talent dashboards and executive bench strength analysis.

Assess turnover risk, understand contribution, and gain deeper insights into the real impact of losing a key connector that acts as glue between departments with Saba's unique dynamic network analysis that provides a visual map of the “wirearchy” of your organization.

Build leadership pipeline and bench strength based on role or by individual with easy-to-use smart list functionality that lets you select from hundreds of search criteria and thousands of combinations to build strong talent pools.

Build your talent pipeline with:

- Talent dashboards
- Risk and contribution assessment
- Dynamic network analysis
- Criteria-based smart list talent pools
- Executive bench strength analysis



Assess Readiness and Timing

Now that you know who your top people are, and you built bench strength behind them, how do you assess skills gaps and readiness?

With Saba it's easy. Saba is one of the only solutions that has fully unified, industry-leading testing and assessment capabilities, built right into our cloud. And with support for full competency models attached to jobs and learning events such as classes, Saba gives you a clear picture of any skills gaps in your talent pools, how big they are, and a plan for closing them.

Assess readiness and timing with:

- Support for formal competency models
- Content Connect competency partners
- Assessment player supporting multiple question types and graphical media elements
- Multiple end-user feedback capabilities
- Flexible survey creation
- Broad range of exam parameters, including randomization, setting, and timing
- Extensive choice of survey parameter settings, including presentation, anonymous results, required fields, and weighted and normalized scoring
- Intuitive and powerful assessment analytics
- Unified workflows between Saba Assessment and Saba Learning
- Ensuring compliance with the ability to version, track, and audit all tests and results



Fill Gaps and Empower Your People

The best succession planning process is never complete without a seamless connection to learning and development resources.

According to research only 10% of the way people learn is from formal training, and the other 90% comes from feedback from managers and peers and on-the-job experience. With Saba's industry-leading formal LMS capabilities and strong social and mobile learning, Saba can support 100% of the way people learn.

Close critical skills gaps with the right tools for the job. Whether you need to provide blended learning, formal mentorship programs, or access to affinity groups, Saba provides a broad range of learning options.

Saba's TIM, The Intelligent Mentor™, helps everyone to take charge of their own career development with personalized career advice and intelligent recommendations about the right people, content, and ideas that can help your people be more productive and advance in their careers.

Fill gaps and empower your people with:

- TIM, The Intelligent Mentor™
- Patent-pending machine learning
- Sophisticated certifications and curricula
- Expertise location
- Formal mentoring
- Personalized development plans



Open, Connected Cloud Platform

Saba has a world-class cloud platform based on open technology and content standards, making plugging in other enterprise applications, cloud micro applications, and content fast and easy.

Saba provides:

- Flexible web services APIs, allowing Saba Services, partners, and customers to extend the functionality of the Saba Cloud platform and create standard, upgrade-safe integrations to back-end systems, such as ERP's and HRIS
- Standard connectors to back-end systems, such as Workday, and third-party virtual classrooms, such as WebEx
- The ability to leverage content standards like SCORM, AICC, and Tin Can for learning and other talent management content
- Support for OpenSocial standards, which means it is easy to interoperate with other cloud applications built on the OpenSocial standards such as Twitter, LinkedIn, and Facebook

With a fully unified user experience, patent-pending machine learning technology, as well as embedded social, mobile, and collaboration capabilities, Saba is ready to help you transform your talent management processes to meet the needs of the next-generation workforce.

The Right Package for Your Needs

Whether you want to achieve learning excellence, roll out a comprehensive performance solution, recruit the best talent, build an engaging learning and development culture, or drive strategic talent management in your organization, Saba has the right package for your needs.

All of our packages are delivered in the Saba Cloud. With 11 million users, you can rest assured your Saba package will be delivered in the most secure, scalable, reliable, and global cloud infrastructure.

Secure



High Security SSAE-16, AT101

Scalable



Proven Scalability

Reliable



Guaranteed
Availability >99.9%

Global



Global Data
Centers

Expertise@Work: Everything You Need, When You Need It

With each of our Saba Cloud Packages, we offer Expertise@Work, a service methodology in line with Agile practices, to ensure that you can realize the fastest time-to-value on your most pressing needs in order of priority. When you begin using Saba we will immediately work with you to configure platform functionality to support your immediate business needs.

We will continue working with you to configure additional functionality in an iterative process, giving you access to the expertise you need, when you need it so that you will realize continuous, incremental value from Saba throughout our partnership.





Success@Work

Our implementation services, focused on making you successful.



Support@Work

A broad range of support services, including our online “How Do I” library and customer community, as well as end-user support and Adoption Acceleration services.



Train@Work

Live and on-demand training for end-users and administrators.



Strategy@Work

Extensive planning and optimization services for customers with business transformation needs.



Manage@Work

A comprehensive set of services designed to help you with end-to-end management of your Saba platform, from on-demand expertise from our leading consultants to platform administration, and everything in between.

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Saba delivers a cloud-based Intelligent Talent Management™ solution used by leading organizations worldwide to hire, develop, engage, and inspire their people. Intelligent Talent Management uses machine learning to offer proactive, personalized recommendations on candidates, connections, and content to help your employees and organization lead and succeed.

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