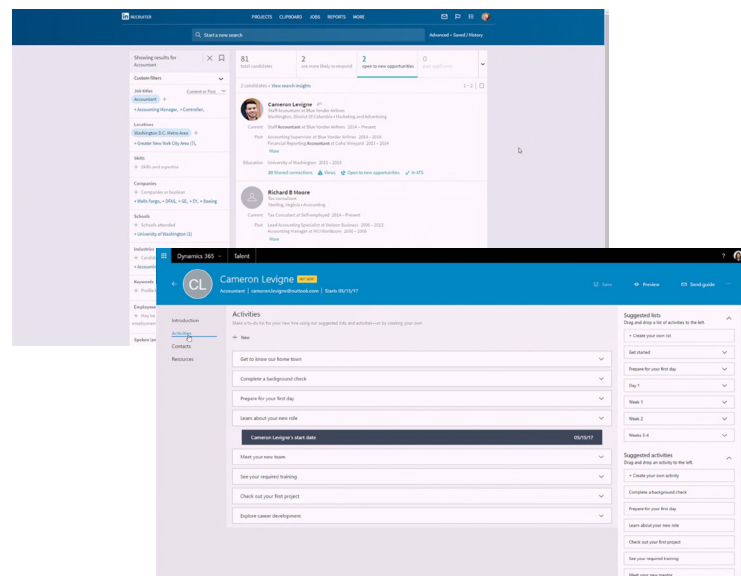# Recruit, retain and develop a modern workforce with Microsoft Dynamics 365 for Talent

Microsoft Dynamics 365

Employees are the heart of every company, and talent is without question the most scarce and expensive resource. From sourcing and recruiting, to on-boarding and retention, HR representatives often face an uphill struggle. With so much competition for talent in highly skilled job sectors, organisations need to be laser-focused on their external employment brand and contact strategy to win over the best candidates.

HR Managers are in need of a solution that helps them hire the right people in a timely manner and speeds up their time to impact, whilst aligning with the overall business objectives. **Dynamics 365** is a single platform from *Microsoft* that combines ERP and CRM functionality, bringing together your business apps (sales, customer service, field service, operations, marketing, project service automation and finance) helping you run your business in a unified and intuitive way, improving employee productivity and driving customer satisfaction.

Microsoft | Dynamics 365

Microsoft Dynamics 365 for Talent

Dynamics 365 for Talent is putting people at the centre of digital transformation by innovating the employee journey - one experience at a time.

What's top of mind for HR Managers?

- Shortening the recruitment cycle to avoid losing valuable candidates and providing personalised talent experiences

- Speeding up the on-boarding process and the time to impact

- Improving employee retention by providing a shared culture and maximising employee engagement

Attract and hire the right people

The competition for talent is fierce. HR leaders need to create a compelling employer brand to attract candidates and streamline the hiring process. **Dynamics 365 for Talent** enables you to cultivate talent pipelines that shorten the time to fill roles and reduce your cost to hire, whilst building personalised experiences across touchpoints:

> Source top candidates with **LinkedIn Talent Solutions**

> Create accurate profiles by integrating disparate data, including self-assessments completed by the candidates

> Select top candidates to participate in a transparent, collaborative interview cycle

> Use the interview scheduler to coordinate calendars, automate the scheduling process and communicate with the candidates on expectations

> Interviewers can provide feedback from their mobile device or desktop

> Shorten the time-to-hire, as hiring managers have easy access to interview feedback to make an informed decision

> Leverage insights and resources to create personalised and engaging candidate experiences

Improve the on-boarding experience

Hiring is just the beginning, and hiring the right talent does not guarantee business results. **Dynamics 365 for Talent** helps you empower people to achieve more by giving them proven processes, familiar tools and intelligent guidance to take the next best action. Streamline provisioning and training processes, while helping the new hire make critical connections that are required to hit the ground running:

> Create a personalised pre-boarding and onboarding experience

> Share critical resources to get your new hire productive

> Create onboarding milestones and task lists

> Discover communities to join, identify critical contacts and help make connections

> Monitor the success of the onboarding progress

Measure individual performance

How you manage performance and feedback is critical to keeping your employees engaged and driving impactful business results. **Dynamics 365 for Talent** allows you to see up-to-date performance dashboards that reflect real-time data and reward high performers:

> Individuals can track their accomplishments and visualise their performance in real time to establish trust and goodwill

> Full transparency around employee performance, allows corrective action to be taken immediately

> Turn performance into a daily, two-way conversation that leads to satisfied employees and efficient managers

Empower and develop your employees

Attrition is expensive, as are unproductive employees. HR leaders need to create an engaging experience across the employee lifecycle, from seamless onboarding to constructive performance coaching to career development.

Dynamics 365 for Talent allows you to show employees all the training opportunities that are available to them and how it will affect their career trajectory:

> Build competencies for future career demand. Keep track of employees' accomplishments, certifications, and recommend professional development opportunities

> With a single view of an employees' profile, tweets and *LinkedIn* details, it's easier than ever to recruit from within

> Sustain organisational knowledge through increased employee engagement, satisfaction and retention

HR administration

With **Microsoft Dynamics 365 for Talent** you can create streamlined talent-centric programs that optimise workforce costs and drive a high performance culture:

> Personnel and organisational management

> Simplify compliance to global regulations and safety and health requirements

> Manage benefits, compensation, leave and absence

> Activity-based mobile applications enable you to keep your workforce productive. Your employees can complete commonly repeated tasks, for example, update contact records, and process and approve expenses on the go

Business intelligence and people analytics

HR needs meaningful talent data that can be translated into a clear representation of the HR initiatives required. **Dynamics 365 for Talent** monitors your HR programs and employees with rich dashboards available on any device:

> Analyse your people data across business workloads and enable data driven decisions

> Drive cross-functional collaboration with access to real-time, actionable data anywhere, anytime, on any device

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