

## Finding the Talent Management Systems Software Market Confusing?

**Don't feel bad, you're not alone!**

HRchitect can help you sort out this dynamic market and select the right Talent Management Systems (TMS) software for your company's unique needs. Today's TMS software market consists of a complex combination of vendors offering partial components of the complete solution, including Applicant Tracking Systems, Performance Management, Succession Planning, Career Planning, Compensation Management, e-Learning and Competency Management Systems. New innovative products continue to be introduced monthly while the market consolidates around several leading TMS suites vendors. To add to the challenge, traditional HRMS vendors including Lawson, Oracle and SAP are now delivering different components of Talent Management Systems software products. Here are just a few questions that HRchitect can help you answer during the software evaluation and selection process.

*Which vendors currently have the products, vision, technical architecture, customer base and viability to provide a long-term TMS solution?*

*Should you consider TMS modules offered from your existing HRMS vendor or a "best-in-class" product?*

*How easy is it to configure or customize your TMS solution to meet your company's current and future talent acquisition and talent management needs?*

*What is the real cost of data integration to your HRMS?*

*Should you consider a TMS Suite and which vendors offer this?*

HRchitect's senior consultants bring a unique combination of Recruiting, HR, HRIS and technology experience to assist our clients in evaluating and selecting software solutions. We have extensive experience working for HR software vendors; therefore, we know what is needed to effectively evaluate potential solutions and negotiate a "win/win" agreement for both parties. Our proven methodology includes:

- TMS Strategy Validation, Project Scope and Resource Definition and Project Management.
- Define System Requirements and Conduct Selection Process including RFI/RFP Development.
- Create Vendor Demonstration Scripts and Scoring Methodology.
- Facilitate Demonstrations, Vendor Analysis and Reference Checking.
- Review Vendor Technical Architecture.
- Facilitate Vendor Due Diligence and Prepare Business Case.
- Assist with Contract Negotiations.

### **About HRchitect**

HRchitect is the premier Human Capital Management (HCM) Systems consulting firm and the market leader in Talent Management Systems (TMS) consulting services including the selection, implementation and integration of Applicant Tracking Systems, Performance Management, Succession Planning, Career Planning, Compensation Management, e-Learning and Competency Management Systems.

While completing over 375 successful client engagements over the last ten years, HRchitect has developed proprietary approaches, methodologies, tools and techniques for rapid delivery of real systems value in today's increasing global business environment. HRchitect has participated in the successful evaluation and implementation of eHR software components for leading, high-tech, high-growth leaders such as Intuit, Broadvision, Perot Systems, Siebel, WebMD, & Symantec; manufacturing companies such as 3M, Texas Instruments, SAIC, Raytheon, Northrop Grumman, Titan & Precor; retail leaders including Wal-Mart, OfficeMax, RadioShack, Nordstrom, L.L. Bean, The GAP, Blockbuster, Reebok, J.C. Penney, Lowe's, & Target; healthcare/bio-tech organizations such as BJC Healthcare, King Pharmaceuticals, Alcon Labs, Washington Dental, The Mayo Clinic, Express Scripts, Biogen Idec, Tenet Healthcare, & Moses Cone Health System; financial organizations including Barclays Global Investors, U.S. Bank, Countrywide Financial, Washington Mutual, Wells Fargo, Texans Credit Union, VISA & Mountain America Credit Union; energy leaders such as Baker Hughes, ConocoPhillips, Lyondell Chemical, & Mid-American Energy; transportation leaders such as APL, Maersk, FedEx, Southwest Airlines, & Sabre; telecommunication leaders T-Mobile, AT&T, Sprint, Virgin Mobile, & Verizon; as well as leading hospitality companies such as Hyatt, Marriott, Walt Disney Company, Starwood, Wyndham, & Cendant.

For additional information on HRchitect's consulting services please visit [www.HRchitect.com](http://www.HRchitect.com) or call (214) 619-0888.