



TAPESTRY™ FEATURES

Tapestry™ provides a complete, integrated solution for managing and developing a modern company. By integrating the workflow of engaging, aligning, measuring, developing, and rewarding people, Tapestry™ improves or replaces existing processes and systems thereby generating significant ROI for the customer. Added benefit arises from the ability to analyze data collected as part of normal people management processes. This data, along with data from other business systems, can be fed into PeopleStats® thereby giving management the ability to analyze and model the people-related aspects of their business.

Tapestry™ is designed to replace existing stand-alone systems or paper-based processes by providing the following features in a humanistic, easy to use, simple to implement software application.

Employee Engagement and Alignment

- Communicate organizational strategy, mission, vision, culture, and other important leadership issues easily and effectively.
- Deliver information in an entertaining fashion to make people feel important and part of a community of common purpose.
- Provide feedback (anonymously) to insure two-way communication with management and regulatory compliance.
- Reduce the number of special communication activities, meetings, publications, etc.
- Set objectives by cascading goals and measurements throughout the organization. Allows a CEO to rapidly shift the focus of the entire organization.
- Track goal status automatically. Replace stand-alone systems or paper based processes.
- Provides automatic notice of key goals at risk.
- Ties goals to individual performance and reward.
- Enables workforce planning to insure the right resources are applied to the most important activities.
- Insures compliance with policies and regulations.

Performance Measurement and Management

- Collects and maintains vital skills data. Replaces existing resume systems.
- Logs key accomplishments of all employees.
- Provides searchable knowledgebase.
- Integrated 360° automated feedback replaces stand-alone systems.
- Performance review process integrates all necessary information in one screen, replacing paper-based or stand alone systems.
- Role related, competency based performance models.

Talent Acquisition and Development

- Defines key attributes of each company role thereby improving the quality of external hires and internal placements.
- Job posting.
- Automated requisition generation for recruiting processes.*
- Applicant tracking.*

- Self development coaching for all employees. Replaces expensive and ineffective workshops.
- Automated employee development based on gaps in role/competency areas.
- Specific, directed linkage to development resources.
- Embedded learning management and links to external systems.
- Training record and cost tracking.
- Manager oversight capability.
- Regulatory or required learning tracking.
- Customized learning library.
- Mentor process management.
- Streamlined information based succession planning processes.
- Integrated on-demand, employee surveys.

Total Rewards

- Automated workflow insures recognition of performance.
- Automated forced ranking processes eliminate bias and reduce managerial effort associated with performance management.
- Compensation modeling.*

General Benefits

- Reduced preparation times for performance appraisal with better results through higher quality conversations.
- Robust reporting, modeling, and analysis capabilities via PeopleStats provide leadership with heretofore unavailable ability to lead an organization.
- Improved accuracy in all human based business processes results from data driven decisions rather than simple opinion and bias.
- Consistent messaging and people processes across the organization regardless of geographic location.
- Automated workflow insures timely completion of key people processes.
- Improved records management.
- Cultural customization creates a unified environment.

