



One Talent Management Solution. Compliance Included.



Recruitment



Onboarding



Performance



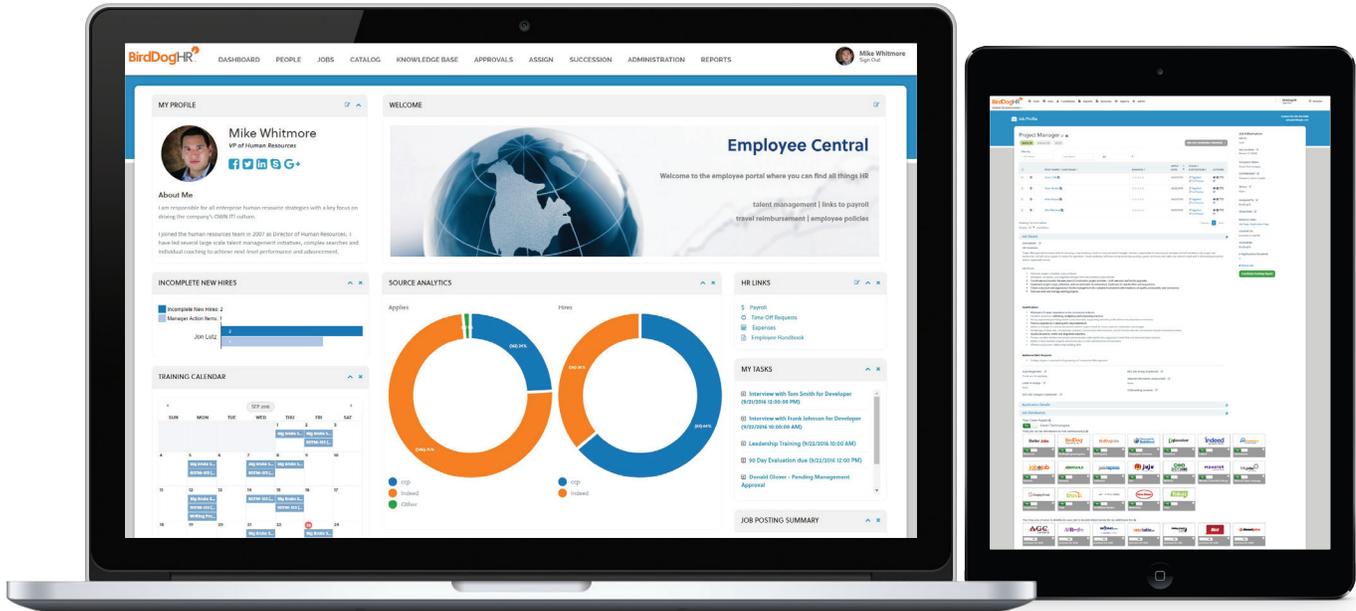
Learning



Succession

# Complete Talent Management System & Services

Everything you need to manage the entire employee lifecycle



In a competitive economy, what's your strategy to:

- Increase the quantity and quality of applicants?
- Improve employee engagement?
- Develop leaders within your organization?
- Ensure HR practices are OFCCP compliant?

BirdDogHR integrated talent management software and managed services help companies attract and hire top talent, improve employee engagement, develop employee skill sets, align employee goals with company goals and create solid succession plans.



**"I think about talent in a very integrated way. Your employees need to have one experience... and that's hard to find in one system. It's hard to find in a system that's quite intuitive to use, and it's hard to find at a good price point. BirdDogHR absolutely does all of those things."**

Kim Janson • Executive VP of Sales and HR • SC3

Author of *Demystifying Talent Management: Unleash People's Potential to Deliver Superior Results*

## Integrated Talent Management Software

Straightforward and easy to use, the BirdDogHR Talent Management System is mobile-friendly and configurable. It is delivered via a cloud-based model to support the changing needs of your company and is completely modular, allowing you the flexibility to start with the full suite or just a few modules.



### Recruitment & ATS

- Improve the quality and quantity of candidates
- Build a talent bench
- Reduce hiring risk and maintain compliance



### Onboarding

- Accelerate employee proficiency
- Save time and money
- Reduce organizational risk



### Performance

- Improve workforce productivity
- Align goals with strategy
- Centralize and standardize employee feedback



### Learning

- Increase workforce productivity
- Enhance employee engagement
- Centralize certifications and compliance



### Collaboration

- Engage employees
- Improve relevance
- Centralize, share and document practices



### Succession

- Improve employee engagement
- Ensure talent continuity
- Reduce organizational risk



**"We chose BirdDogHR because it was the only company to offer a complete recruitment and applicant tracking solution. We had many companies soliciting our business, however BirdDogHR was the only one that fully understood the needs to collect the EEO data required for federal contractors and do it with a realistic price. In addition, the customer service was excellent during our implementation and beyond."**

Brad Babcock • HR Director • Croell Redi-Mix

## Managed Services

BirdDogHR also offers managed services to complement your talent acquisition and talent management needs. In the high-consequence and compliance-heavy industries that BirdDogHR most often serves, keeping up with government requirements is a moving target. BirdDogHR managed services can be a transparent extension of your HR team — and we understand that compliance is imperative.



### Talent Assist

- Outsource talent management tasks so you can focus on strategy
- Augment the HR busy season with flexible expertise when you need it



### Competency Connect

- Use competencies to connect pre-hire selection and post-hire evaluation
- Develop consistent hiring practices with a competency-based question bank



### Talent Scout

- Expand job distribution to reach new candidates
- Outsource recruiting for hard-to-fill positions



### Brand Builder

- Take your company culture online
- Shorten time to fill positions



### Drug & Background Screening

- Eliminate unqualified candidates
- Promote a safe work environment

**“The BirdDogHR software is great, but the true value we receive is provided through the support team. They have the industry knowledge, are accessible and extremely easy to work with. If I have a question or just need to bounce an idea off someone, they are always there with relevant ideas in a timely manner. That is the differentiator for BirdDogHR software and solutions.”**

Loren Kushner • HR Manager • Johnstone Supply



BirdDogHR offers integrated talent management software and managed services including recruitment and applicant tracking, onboarding, social collaboration, learning management, performance and goal management and succession. Ask your account executive for more details or visit us online at [www.birddoghr.com](http://www.birddoghr.com).

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