

Role Manager Brochure



	HR Services	Reward Management	HR Resourcing	Learning and Development	HR Business Partnering
Building Depth and Breadth	HR Services Advisor		HR Planning Analyst		
	HR Services Consultant	Reward Specialist	HR Resourcing Specialist	Learning & Development Specialist	
Guiding Others	HR Services Team Leader	Lead Reward Specialist	HR Resourcing Team Leader	Learning & Development Partner	HR Business Partner
				Learning & Development Team Leader	Lead HR Business Partner
Driving Performance	Head of HR Services	Head of Reward Management	Head of HR Resourcing	Head of Learning & Development	Head of HR Business Partnering
					Operational HR Director

Role Manager

Having a shared and up-to-date view of employee roles is central to successful resource management, from recruitment to performance management to career progression, retention and HR Compliance. Yet most organizations manage this information in an ad-hoc manner and as a result struggle to communicate up-to-date role information to recruiters, employees, managers and executives.

Xactium and its partner Aquarius have come together to offer a complementary, strategic solution designed to address that role and organisation information gap and build on whatever you already have in place to support Learning & Development, Career and/or Talent Management and HR Compliance in your organisation.

Role Manager is a cloud database solution specifically designed to provide accurate, up-to-date role, job and organisation information, for L&D, Talent, Career, Compliance and other purposes, in an efficient and connected way.

Role Manager is already being successfully used by some of the world largest Financial Services organizations, and has a proven track record of usage by thousands of employees and managers.

Using **Role Manager**, your organization can:

Manage Roles Centrally

Store all your key role information in a secure online database, including: role summaries, and related capabilities, pre-requisite knowledge, skills, experience and qualifications. A career matrix enables career steps between individual roles to be recorded, thus capturing career progression paths within the organization.

Access your Role and Job Information Anytime, Anywhere

Because Role Manager is hosted on the market-leading cloud computing platform - Force.com - it can be securely accessed from any internet browser. Access to information can be carefully controlled through user roles and profiles, e.g. for HR staff and managers. The system can be easily linked to other sources of role information.e.g. SAP, Cornerstone, etc.

Engage your Employees

A range of web-based RoleManager “applications” are available to enable easy and controlled interaction and management of relevant information by your employees and line managers from their own online portal..

Why the Cloud is ideal for Role Management

- Fast to roll out to large numbers of employees
- No IT support is required
- User friendly
- Accessible from any web-browser or internet device
- Highly secure
- Supports multi-language organizations
- Maintains an audit trail of all changes
- Delivered on a trusted and reliable platform
- Can be rapidly tailored to specific organizational requirements
- Easily integrated with other applications and data, e.g. SAP, Cornerstone



Role Manager

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Key Features:

- Creates a single repository of roles, jobs, capabilities, learning solutions, experience, knowledge and qualifications information - a true model of your organization.
- One source of the truth for all role information
- Easily integrates with existing Employee/HR websites
- Communicate different roles and job choices to all employees.
- Provide access to all opportunities for career progression within the organization.
- Communicate key regulatory and organizational responsibilities to employees
- Provide easy to access real-time reports, e.g role summaries, job descriptions, job packs, etc.
- Option to integrate with survey tools to help gather employee data
- Easily integrate with external sources of role related data e.g. SAP and Cornerstone.

Key Benefits

Improved Career Management

Manage, grow and deploy capability across the whole workforce and organisations via clearly defined role profiles and capability assessments.

More Effective Talent Management

Effectively define organisational talent needs, identify sources and gaps and develop and deploy talented people by tracking the roles that will provide talented employees with the experience to match their growing expertise.

Better Targeted Learning and Development

Grow the ability of the workforce to perform to a good standard, individually and collectively through the accurate identification of capability gaps and required learning and development.

More Effective Corporate Governance and Compliance

Communicate clear sets of accountabilities, skills and knowledge required to address key governance and compliance requirements within the organization.

Unify Point Solutions

Transform isolated, manual approaches to managing role and job information into an integrated, centralised role management database.

Xactium is an enterprise cloud computing company using the scalability, flexibility and security of the Force.com platform to deliver next generation cloud solutions for governance, risk and compliance (GRC). Xactium's customers include some of the largest Financial Service and Insurance companies in the world through to Utilities, Healthcare and the Public Sector.

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