Competency-based Management - Reach out and Grab It!

Implementing competencies has never been simpler!
HRSG's i-SkillSuite® Software supports the strategic management of talent from pre-hire to retire. Change the competencies, and the job profiles are immediately updated. Modify the profiles, and the changes flow immediately to all applications.

The i-SkillSuite® system is designed to work with your existing HR infrastructure. Purchase only the modules you require. Start small and add functionality and users as you need them.

Features
- Web-enabled tools
- Proven Competency Dictionary included at no extra charge
- Complete with database of 75+ Competency-based Job Profiles
- Easy to use and simple to implement
- Powerful tools to identify and retain top talent
- Improve ROI in training and development
- Export data to your HRIS or other HR systems

Contact us to book your Free Trial today! We believe the HRSG difference will be evident to you immediately! sales@hrsg.ca

Discover the benefits of i-SkillSuite® for Yourself!

Competency Manager

- Use HRSG's extensive job-related competency content to yield millions of combinations to meet any requirement.
- Customize HRSG competencies and job profiles, or add your own.
- Competencies are fully integrated into all HR processes.

Candidate Selection

- Identify the perfect candidate for a vacant position.
- Define your organization's selection process.
- Generate effective Interview Guides from a database of pre-approved competency-based interview questions in seconds.
- Build and save custom competency-based behavioral interview guides.

Competency Assessments

- Identify and retain talent, leadership potential and high performers.
- Supports self, manager, parallel, multi-source and 360 assessments.
- Assess against job profiles to determine performance in current or future jobs.
- Robust aggregate reporting.

Learning Plans

- Develop personalized learning plan based on identified gaps, organizational needs and employee development.
- Build targeted learning plans using 1400+ pre-loaded learning resources , add your own, or link to an LMS.

Performance Management

- Facilitates effective performance planning, evaluation and communication.
- Create and modify plans, identify milestones, track goals and progress.
- On-demand management reporting on status of performance planning activities.

Career Planning & Development

- Empower employees by enabling them to drive their own career.
- Employees can conduct assessments against any position in the organization and generate development plans to promote their careers.

Succession Planning

- Identify employees with the potential to fill key positions and build development plans to support succession planning.
- Instantly dispatch assessments or learning plans to potential candidates.
- Assess employee population against profiles to match employees with specific competency sets to particular projects or needs.

Why Choose HRSG's i-SkillSuite®?

- ***Affordability, Low Cost, Pay More Only as You Do More*** - i-SkillSuite® is available in two low-cost licensing formats: Software-as-a-Service (SaaS) and Perpetual Licensing. Both are affordable options, from small organizations to large multi-national corporations. The pricing, configuration and operating models allows you to add functionality and cost in the form of users and modules only as needed and as allowed by budget availability.

- ***Do-it-yourself through Turnkey Customized Frameworks*** - Anyone capable of using a web-based browser can effectively operate i-SkillSuite® software as a User, Manager or Administrator. Implement your own competency-based framework using i-SkillSuite's® existing templates or engage our Professional Service Team to develop and implement a customized competency-based management framework.

- ***Scalable and Module Based***- i-SkillSuite® will scale and grow as your usage increases and HR needs change. Add additional modules when you need them. i-SkillSuite® modules are designed to work with your existing HR infrastructure; this allows you to leverage this investment through strategic implementation.

- ***i-SkillSuite® is Truly a Suite***- Changes within the software are immediately updated and flow through all modules. This greatly simplifies the management of your competency-based talent management system.

- ***Based on Proven Practices and Standards***- i-SkillSuite® architecture is based on HR best practices and proven technology. i-SkillSuite® has been developed through the engagement of hundreds of HRSG competency-based projects and competency-based management (CBM) best practices.

- ***Competency-Based Management Champion and Advisor***- HRSG recognizes that our clients must focus their resources on activities yielding the greatest results to its end-users.   As a recognized leader in CBM, HRSG will work with you to ensure that an effective competency-based management framework is established at the outset and provide guidance to arrive at realistic, achievable implementation plans.