



The future is here



"Get ahead of the others and discover how ADB works, the tool of the future for managing talent".

01. PeopleNet Active Dashboard.



¿What is ADB?

PeopleNetADB does the unthinkable: it adds value to HR staff allowing them to take on their true role within the organization, without incurring additional costs.



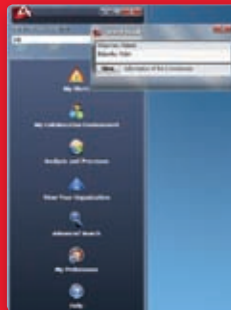
All the information at your fingertips.

Take better decisions easily.

- Provides managers with an entirely new HR tool in the market place.
- Designed to come to grips with the deep transformation that human capital management is undergoing in organizations.
- Ensures that the business knowledge within managers is the main input for triggering people management processes, the true driver for intellectual capital management of the business.
- Aligns effectively the goals of the organization right from the start.



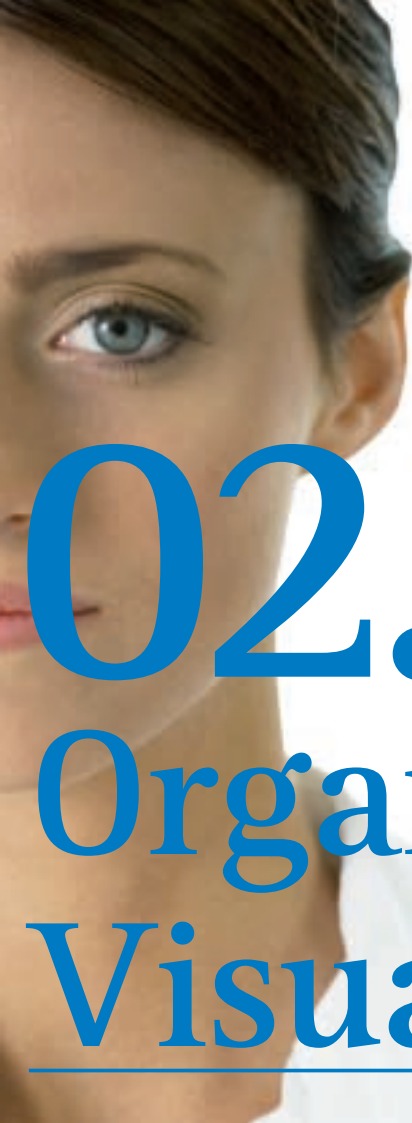
Web 2.0 elements integrated and available at all time.



Interactive and dynamic menus.



Thanks to the intelligent search tool, we can narrow down the units or people to work with.



"PeopleNet ADB is an application especially designed for managers with functionality developed for better decision making that is easy to use and fast".

02.

Organization

Visualization.

Enter a new dimension.

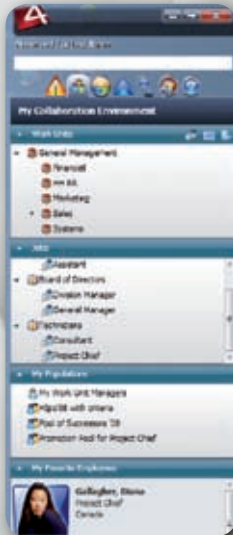
A hitherto unknown and new era with organization charts. PeopleNet ADB augments organizational diagnostics for decision making and change management. The tool enables a series of functionalities that were previously impossible to undertake in HR management.

- Identify and highlight people simply and intuitively, thanks to the organizational chart layout which lets us add our personalized criteria.



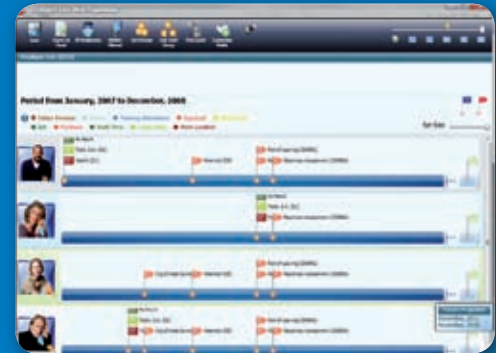
Identify and highlight people simply and intuitively.

- Work in several dimensions from different viewpoints of the company that take into account the different roles that each person fulfills, be it people management, salary reviews, appraisals, among others.
- Pinpoint problems or areas of opportunities far more easily now with a suite of tools that home in, with a mere zoom, on the areas of the organization that need our attention.



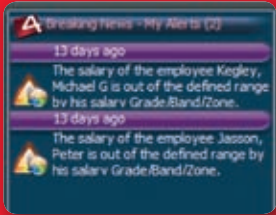
Discover a multidimensional world.

PeopleNet ADB allows you to fast track all your management processes. You can access information on people through multidimensional, interactive, and real time navigation. A whole new world of opportunities opens up right at the request of the user. Interaction becomes a totally new virtual user experience. Instead of being neutral, the user experience becomes a unique sensation found in no other management system.



Compare the career paths of your employees.

Have all the information at your fingertips.



Thanks to the Meta4 Breaking News feature, PeopleNet ADB offers novel ways to drive communication.

Thanks to the Meta4 Breaking News feature, PeopleNet ADB offers novel ways to drive communication from business unit managers to HR.

Through alerts and breaking news—brand new functionalities in HR management systems—access useful information for daily follow up of activities.

You can have a wide range contents in alerts and the latest news requiring your attention, either to increase your awareness or to prompt you to perform an action. This Meta4 Breaking News tool looks like a Google gadget window on your desktop.

Actively manage your collaborators.

PeopleNet ADB allows us to consider all aspects of the organization right from the persons who form it, through to the structure itself. Thanks to the intelligent search tool, we can narrow down the units or people to work with. It allows us to run processes related to these groups through analytics and actions that will take us through from our requirement to the decision.

We can perform the following actions, among others:

- Locate an employee or a group of employees: based on a set of criteria used individually or combined.
- Intelligent searching with filters and sliders: generates far more powerful analysis than a traditional tool. Personalizing the available default filters is just a click away.
- Save our analysis: allows us to save these populations/groups of people and start actions and processes that help improve productivity in organizations.



Access information on people through multidimensional, interactive and real-time navigation.

"PeopleNet ADB is designed to let managers deploy people management processes directly in the business through seamlessly integrated analytics tools, processes and transactions".

03. Active Analysis.

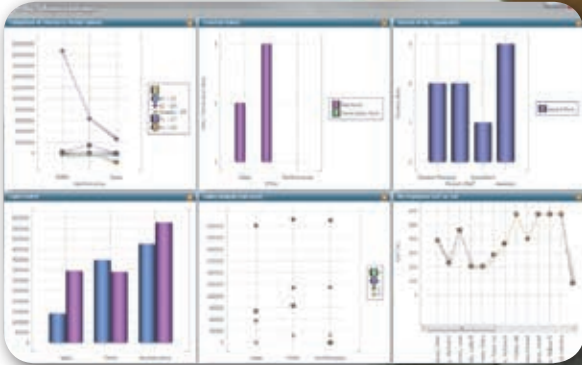


Leverage proactivity and anticipation.

Today, the best tools in the market for report generation, queries and analysis no longer suffice for fast tracking the decision making process. Currently, analytics, processes and transactions are generally not linked together.

Intelligent processes must interweave and integrate these three components with a very clear purpose: to simplify the work of the user.

To this end, make the next step beyond: PeopleNet ADB automatically offers you related and qualified suggestions, putting forward different actions to support the decision making process. This proactivity reduces the time managers dedicate to analyze information and decide the next steps to take.




Merge analysis and decisions in the same process.

Currently, the technology for HR must develop beyond mere workflows—rigid, clumsy and separated from analysis information—to intelligent processes for supporting decisions.

These intelligent processes guide the user through suggestions based on analytics in a flexible way. They also allow for the best decisions based on the user's preferences, who can define his own management and process indicators, reuse and share them with the rest of the organization.



Analytics, processes and transactions directly interwoven with the business.

A close-up photograph of a man with dark hair, wearing a brown suit jacket, white shirt, and grey tie. He is smiling and looking towards the camera. The background is a plain, light-colored wall.

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04. Talent Discovery.

Identify talent instantly in real time.

The markets are constantly evolving forcing the competencies and skills required to change at the same speed as the business. This compels companies to search and allocate talent in real time to ensure their competitiveness.

Thanks to PeopleNet ADB the user can identify this talent easily and naturally, through templates or model employees. The system behaves in just the same way as we think: we can define our search criteria based on our references. Instantly we will have a talent pool to use as the basis for gathering key information or making decisions.



Search and allocate in real time.

ADB is a dynamic, intelligent and flexible system.

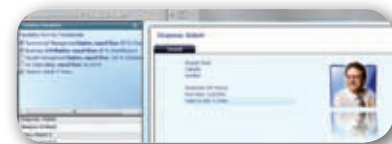
Challengers:

- Currently most talent management systems assume that their contents are up-to-date.
- But if some of these processes are not the latest ones, the processes for identifying and managing talent will no longer be acceptable.
- The lack of flexibility and dynamism in these HR systems makes it difficult to keep abreast of the current changes in organizations.

Our solution: align knowledge

The true state-of-the-art knowledge of company needs are found in those who directly generate business—sales, operations, customer services among others— and only by making this flow towards human resources can we guarantee that our processes and plans are aligned with the source of the need.

PeopleNet ADB uses this focus, not covered by traditional HR systems, as the main guiding principle for triggering talent identification and management, to ensure decisions are well aligned with the real needs of the organization at all times.



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