



Transforming the Employee Experience Talent on Demand

The Problem



- Information was difficult to find.



- Processes were manual.



- User experience lacked standardization.



- Content was not relevant.

The Plan

| Objectives | Scope | Technology Integrations |
|--|--|--|
| <ul style="list-style-type: none">• Develop portal to execute services.• Incorporate customization where possible.• Improve user centricity.• Make it scalable.• Provide access anytime, anywhere from any device. | <p>Benefits Compensation Recognition Time, Expense and Holidays Learning Performance Mobility & Immigration Compliance Referrals Personal Information</p> <p>Manage transactions such as:</p> <ul style="list-style-type: none">Request a leaveRequest a transferManage immigration statusAdd a dependentChange marital statusAdjust work hoursChange counselorNominate for an award | <p>20 human resource systems, including:</p> <ul style="list-style-type: none">CareerifySalesforce (Case Management)SAP (HRIS)SharePoint team sitesStaffing systemMicrosoft LyncVanguard (401K vendor)Business WarehouseSearch (FAST)SABA (Learning catalog)Performance Management SystemRecognition systemDeloittePeopleNetworkTaleo (Talent Acquisition System)ADP (FSA account data)DeloitteNet (Alerts integration)Recognition SystemCompliance SystemTime & Expense System |

Talent on Demand – The Solution



✓ A one-stop-shop to deliver HR information



✓ A customized dashboard for user specific data



✓ Transaction based content



✓ Optimized for any device



✓ Easy-to-use search and targeted FAQs



✓ An alerts-based system that pushes information to users



✓ A personalized, intuitive and relevant experience

4 Key Components of Talent on Demand



Transactions

Create easy to manage transactions that make doing business with Human Resources self service.

Analytics

Provide valuable analytics to practitioners so that they can make good career and personal decisions.

Collaboration

Where possible, allow professionals to collaborate about topics related to career, benefits, development, recognition.

Knowledge

Place relevant knowledge where people expect to see it.

Deloitte's shared services operating model

Talent on Demand aligns practitioner inquiries to an authoritative source of "behind the scenes" data, knowledge and experts.



Demonstration of Talent on Demand

Benefits

Open Access
 Metlife Dental
 Discount Vision
 Not enrolled in voluntary vision

2013 Healthcare FSA: \$1,308.00
2013 Dependent Care FSA: \$2,100.00
2013 Limited Purpose FSA: \$3,000.25
2012 FSA balances

Compensation

[View Pay Statement](#)
 Next pay date: **November 15, 2013**
[Talent Referral Program](#)

Compliance

[Federal, State and Local Employment Rights](#)
[Check My Compliance Dashboard Daily](#)
[Know your rights](#)
[View Talent Policies](#)

Holiday, Time & Expense

PTO that will expire 12/31/2013:
22.25 days

Total PTO Hours Remaining: **0.0**
 Next Holiday: **November 28, 2013**
 You have missing time

Learning & Development

[Check the CoP for a complete list of all mandatory audit learning programs](#)

Metrics

Utilization: **86%**
 Adj. Utilization: **72%**
 Client Service Hours: **1214**
 # of Late Time Reports: **2**

Mobility & Immigration

[Go ahead, go global](#)
[US Immigration](#)
[Global Visa Desk](#)

New Hire Center

[Onboarding Dashboard](#)
 Pending: **2**
 Overdue: **1**

[New Hire Experience](#)
 Advisor: **Rachel Meredith**
 Counselor: **Patricia Romeo**
 Resource Manager: **Yvette Hona...**

Performance

PE/ICE forms requiring my actions: **3**
 DPM forms requiring my action: **1**

Recognition

[See more about Recognition and Moments that Matter...](#)

Retirement

[Save more in 401K plan](#)

Wellness

Health & Fitness Subsidy Remaining:
\$500.00

Benefits

[Benefits FAQs](#)

I want to...

[Access Benefit forms](#)

[Initiate a Leave of Absence](#)

[Initiate a Life Event](#)

OTHER INFORMATION

Compensation and Benefits

Review notices and required disclosures

View Total Rewards Summary

Benefits You Are Enrolled In

Benefits You Can Enroll In

Additional Programs

All the benefits you are enrolled in (medical, personal accident, etc.) will be displayed here.

HEALTH PLANS

| Plan | Coverage | Name | Birth Date | SSN | Annual Cost | Deloitte's annual contribution |
|---------|-------------------------------|----------------|------------|-------------|-------------|--------------------------------|
| Medical | Basic LTD | Smith, John | 09/12/1971 | AAA-BB-XXXX | \$ 592.80 | \$ 0.00 |
| | | Peters, Jake | 03/21/1974 | AAA-BB-XXXX | | |
| | | Meiborn, Alex | 01/03/1965 | AAA-BB-XXXX | | |
| | | Silver, Albert | 04/23/1973 | AAA-BB-XXXX | | |
| | | Smith, Jane | 08/12/1970 | AAA-BB-XXXX | | |
| Dental | Employee | | | | \$ 468.00 | \$ 1,092.00 |
| Vision | Basic LTD + 26 2/3% Elig Sal. | | | \$ 92.59 | \$ 2,500.00 | \$ 0.00 |

[Add or change dependents](#)

INSURANCE

| Plan | Coverage | Annual Cost | Deloitte's annual contribution |
|--------------------------|------------------------|-------------|--------------------------------|
| STD | Automatically Enrolled | \$ 0.00 | \$ 107.90 |
| LTD | Enrolled | \$ 72.80 | \$ 1,892.80 |
| Core Life | Automatically Enrolled | \$ 0.00 | \$ 1,560.30 |
| Optional Life | Automatically Enrolled | \$ 0.00 | \$ 107.90 |
| Spouse Life | Enrolled | \$ 72.80 | \$ 1,892.80 |
| Business Travel Accident | Automatically Enrolled | \$ 0.00 | \$ 1,560.30 |

[Add or change beneficiary](#)

Compensation

[Print](#)[Compensation FAQs](#)

I want to...

[Change bank](#)[Generate a compensation confirmation letter](#)[See current W-4](#)[View compensation statement](#)[View total rewards summary](#)[Enroll in the 401K](#)

MY INCOME

[See pay statement](#)

BASE SALARY

\$190,000

OTHER INCOME

AIP/Bonus/Incentive Payment

\$10,000

Outstanding Performance Award

\$5,000

Applause Award

\$500

Other Income Subtotal

\$15,500

REIMBURSEMENT

Business Dues

\$6,200

Reimbursement Total

\$6,200

TOTAL

Total Base Salary, Other Income and Reimbursements

\$211,700

Learning & Development

[? Learning FAQs](#)

I want to...

- [Apply for certifications](#)
- [View course cancelation policy](#)
- [Get external training](#)
- [Submit a training need](#)
- [View certifications](#)
- [View development plan](#)

- DEVELOPMENT INFORMATION
- [Industry Learning](#)
 - [Community of practice site](#)
 - [PPD Promotion Process](#)
- LEARNING COMMUNITIES
- [Consulting project management learning resource center](#)
 - [Consumer & Industrial products learning](#)
 - [US consulting brand and value proposition](#)

[Enrollments](#)
[Learning History](#)
[Development plan](#)

[Find a course](#)

| Type | Title | Status | Duration | Start Date | |
|------|--|--------|----------|--------------|--|
| | Clients & Markets / SRM Learning | ✓ | 2h | Dec 20, 2014 | |
| | ABC4T Learning Community | ✓ | 2h | Sep 15, 2014 | |
| | Achieve FY15 | ✓ | 2h | May 1, 2014 | |
| | Business Tax Services Learning Community | ✓ | 3h | Apr 25, 2014 | |
| | Deloitte Services Leadership | ✓ | 2h | Mar 7, 2014 | |

Performance management

Performance FAQs

I want to...

[Access Performance for PPDs](#)[Access Deloitte Performance Management for Employees](#)[Access Performance Management for Interns](#)[Change Counselor](#)[View My Minimum Expectations](#)[View My Performance Management Guide](#)[View New Performance Management Model](#)

PERFORMANCE TIMELINES

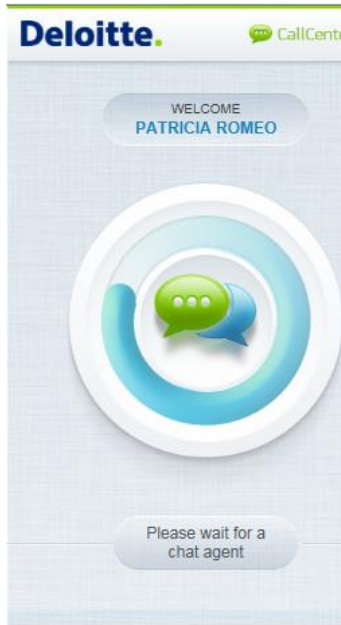
Phase: Mid-Year

| Name | Start Date | End Date |
|----------------------------------|--------------|--------------|
| Mid-Year DPM self-assessment due | Oct 27, 2014 | Nov 07, 2014 |
| Mid-Year Counselor due diligence | Nov 10, 2014 | Nov 21, 2014 |
| Mid-Year Review Meetings | Dec 01, 2014 | Dec 12, 2014 |

Participating in the Performance Management Reinvention pilot? This information does not apply to you. Learn more about PM reinvention [here](#).

ADDITIONAL INFO

[Counseling Relationships Guide](#)[DPME Reference Guide for Counselees](#)[DPME Reference Guide for Counselors](#)[DPM Form Matrix \(only PPDs display\)](#)[Supporting Evaluation](#)



General Inquiry

Name
Patricia Romeo

Phone
5137847176

Email
promeo@deloitte.com

Alternate Email Address

Alternate Phone Number

*Preferred Contact Channel

*Category

*Subject

*Description

Attachment

Add

Submit

[Cancel](#)



Rate this App

Select a rating to let us know how you liked the application experience.



We appreciate your feedback. What did you think?

Send Feedback

Cancel

My Information

[? About me FAQs](#)

About me

Certification

Contact details

CPA exam grades

CPA license info

Direct Deposit
& Banking

Education

Employment history

Employment
Verification Letter

Flexible Work Options

Industry

Languages

Personal information

Skills

W-2

W-4 tax filings

About me

JAVIER SMITH

[Initiate a Transfer](#)

| | | | |
|--------------|---------------------|-------------------|----------|
| Level: | Admin Level 5 | Person ID: | 00104202 |
| Office: | Princeton | Personnel Number: | 00104202 |
| Cost Center: | 0000009439 DAS BICC | | |

ORGANIZATIONAL INFORMATION

| | | | |
|------------------|----------------------|---------------|-------------|
| Legal Entity: | Deloitte Services LP | Service Line: | SAP DEV COE |
| Service Area: | DAS | Industry: | Unspecified |
| Market Offering: | Unspecified | Focus: | Unspecified |

EMPLOYMENT STATUS

[Initiate Resignation/Retirement](#)

| | |
|------------|--------------|
| Hire Date: | Jan 25, 1999 |
|------------|--------------|

CONTACTS

| | | | |
|------------|----------|-------------------|-------------|
| Counselor: | Jane Doe | Resource Manager: | John Garcia |
|------------|----------|-------------------|-------------|

If any information on this page is incorrect, please contact 1-800-Deloitte. Please access the tabs on the left to review and update additional personal information.

My Information

Education FAQs

- About me
- Certification
- Contact details
- CPA exam grades
- CPA license info
- Direct Deposit & Banking
- Education**
- Employment history
- Employment Verification Letter
- Flexible Work Options
- Industry
- Languages
- Personal information
- Skills
- W-2
- W-4 tax filings

Education

Review your education information and make necessary updates or corrections. If your institution is not listed, email Talent EclUGetion Authorization to request that your institution has to be added. There is an approval process for every change. You will be notified of the approval status.

Add a new degree

| Institution | Graduation | Degree | Major | Status | | |
|-----------------------|----------------|---------------------|-----------------------|--------|--|--|
| Unknown | undefined 0000 | Some Post Sec Ed | Electrcd/Electrnics E | ✓ | | |
| Alaska Methodist Univ | Jan 1991 | Doctor of Bus Admin | Forensic Science | ✓ | | |

My Information

[Personal information FAQs](#)[About me](#)[Certification](#)[Contact details](#)[CPA exam grades](#)[CPA license info](#)[Direct Deposit
& Banking](#)[Education](#)[Employment history](#)[Employment
Verification Letter](#)[Flexible Work Options](#)[Industry](#)[Languages](#)[Personal information](#)[Skills](#)[W-2](#)[W-4 tax filings](#)

Personal Information

LEGAL NAME Harris, Michel[Change legal name](#)

Preferred First Name (optional):

**GENDER** Male Female**MARITAL STATUS** Married Single**RACE (OPTIONAL)**[Read more](#)**ETHNICITY (OPTIONAL)** Hispanic or Latino[Read more](#)



About Deloitte

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee (“DTTL”), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as “Deloitte Global”) does not provide services to clients. Please see www.deloitte.com/about for a detailed description of DTTL and its member firms. Please see www.deloitte.com/us/about for a detailed description of the legal structure of Deloitte LLP and its subsidiaries. Certain services may not be available to attest clients under the rules and regulations of public accounting.