# GA@WORK

## Change Impact View

# Talent Management

## PERSONA DESCRIPTION

- This change impact view is applicable to professionals in Talent Management, including Talent Partners.
- This information is not exhaustive, and users are reminded to complete applicable training and review Job Aids.

## KEY CHANGES

- Only HR can advance documents that are incomplete. Managers can no longer complete this action.
- There is a new process for using and maintaining talent profiles. Employees will go into GA@WORK and update their profiles with information about themselves, and Talent Partners will review their updates.
- The Performance Review process:
    - Employees (Contingent and Non-Contingent) will receive one performance review based on their primary position. Performance documents are assigned to Employees, not positions.
    - Acknowledgment by Managers, rather than Employees, required to complete review in GA@WORK
    - Competencies are no longer required.
    - Section weights in reviews will not be able to be modified by the Managers.
    - Rating numbers will no longer be visible. The qualitative rating will be visible instead. The Talent Partner user role will review low ratings evaluations in GA@WORK. The Talent Partner user role will review Did Not Meet Expectations or Exceeded Expectations score evaluations in GA@WORK instead of approving every evaluation.

## GOAL SETTING

- Goals can be created outside of the performance review process.
- Goal setting managed within GA@WORK is managed separately from the performance review process. Employees can set their own goals in GA@WORK.
- HR will build the cascading goals into the system for use by their company/agency.

## TERMINOLOGY

- Performance reviews are not documents; they are evaluations of performance.
- Development plans are used for career planning by an Employee and their Manager.

## What are benefits of talent management in GA@WORK?

- The talent experience is standardized in GA@WORK
    - This is a new process to conduct Development Plans using a template.
    - This is a new process to conduct Disciplinary Actions using a template.
    - This is a new process to conduct Performance Improvement Plans using a template.
    - Agencies will no longer be able to use custom templates and will instead have to use an enterprise-level one-size-fits-all template with standard start and end dates. Performance Management Administrators will manage templates at the enterprise level.
- The Talent Profile will allow better reporting and recognition of the skills and attributes of the GA@WORK Employee workforce.

## What could be challenges to talent management in adopting GA@WORK?

- There are a number of new processes – assessing potential, succession planning, and calibration. They are new, and some are optional, but do require a new functionality to be learned.
- There are changes in workflows.

## What is not changing?

- Expectation to participate in talent review.
- Agencies will be able to use their own performance review periods.

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