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ETWeb™ by Stepstone

ETWeb™ - The solution for managing **Talents and Personnel Development** - Developed with 20+ years of experience, ETWeb™ Enterprise from Stepstone is the result of close collaboration with industry professionals and strategic use of established business logic - in short, the best of breed solution for strategic Talent Management. ETWeb™ helps you track and develop your organization's human capital, supporting you in identifying and retaining those with real potential.

ETWeb™ - Core Informations

The Core Info module allows to collect all the details on the employees and on their position presenting them in a structured way. This assures that the administration and planning of Human Resources will be based on significant information.

Main functions:

- Employee's basic information
- Personnel electronic file
- Basic position data
- Pool of positions
- Automatic monitoring of modifications
- Workflow supported by e-mail communications
- Report and analysis
- Web Worldwide Access
- Interfacing with all the standard HR systems

Some advantages:

- Drawing up and administration of detailed employee profiles;
- Paper elimination thanks to document management;
- Position administration through unit organisation;
- Grouping of similar positions according to the description of the function task;
- Position changes automatically filed in the internal history of the employee;
- Notifications and calls for important events;
- Production of quantity analysis for strategic control;
- Simple integration with the existing Portals.

ETWeb™ - The story

ETWeb™ is a classical software in the systems for Management Development and was implemented in the most important companies starting from 1983.

ETWeb™ lays the foundations of an efficient development of the collaborators potential distributing the most important information in detail.

The Self-Service ETWeb™ system reduces the commitment of data maintenance and at the same time provides the employee with a transparent access to the information concerning its own services and evaluations. Today, Stepstone Solutions is a world leader in the implementation of Management Development Systems.

ETWeb™ - Skill Management

This module allows a cautious management of the assets formed by the collaborators' skills.

Its relevant purpose is represented by the "Gap Analysis" with 360° feedback that incisively represents, also as graphical representation, the elements of compliance or non-compliance of each professional figure compared to the levels defined as business standard.

Main functions:

- Employee development based on skills;
- Strategic HR planning;
- Gap analysis with 360° feedback;
- Identification of experts and knowledge;
- Internal recruitment of the employees;
- Succession and personnel retrieval planning;
- Central skill catalogue;

Some advantages:

- Appropriate skill development;
- Determining future skill requirements;
- Possibility of specific training based on requirements;
- Exchange of knowledge within the organisation;
- Qualifications for the positions retrieved internally;
- Classification of the most appropriate candidates and qualified on the basis of position requisites;
- Position qualifications versus skills.

ETWeb™ - Career and Succession Planning

The key positions of each organisation must be held by well-qualified employees.

ETWeb™ facilitates and efficient planning and simplifies the decisions on the process allowing to compare the skills of the employees with the requested profiles by means of dedicated reports or automatically thanks to the "Best-fit-Search".

Main functions:

- HR strategy planning;
- Career planning;
- Succession planning and project staffing;
- Succession situations;
- "Domino Effect" lists;
- Candidatures

Some advantages:

- Defining future skill requirements;
- Development employee potential and motivations;
- Ranking the best employee according to position;
- Key positions must always be filled;
- Quick internal recruitment and vacancy check;
- Identifying the preferences of the employees and motivation.

ETWeb™ - Development and Training Planning -

The value of a company increases according to the skills of its employees.

ETWeb™ manages training in a transparent and efficient manner, from the analysis of the training requirements to the contents of the courses, to seminar scheduling and planning.

The integrated workflow management (Event Handler) automates sending information between the participants and the teachers, managing even the most important events.

The reporting functions offer information on cost control and on the statistic analyses of the results and of the training activities.

This module represents a complement to skill and competence management and to career and succession planning.

Main functions:

- Management of integrated training;
- On-line seminar catalogues;
- Interfacing with external training catalogues;
- Automatic waiting lists;
- Workflow Management;
- Training Programs;
- Training Prerequisites;
- Monitoring and control.

Some advantages:

- Needs-based training based on gap analyses;
- Availability of all the seminars to all the companies;
- Automatic creation of the seminar catalogues;
- Creation of waiting lists and reservations for all the seminars;
- Automatic guidance for processes and e-mails;
- Creation of multi-training period programs;
- Checking the participants' qualifications;
- Significant reports and cost control.

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ETWeb™ - Organization Charts -

ETWeb™ OrgPublisher offers different options for displaying the business structure of the company. All the data relating to the employees in the database can be consulted in real time, and all the changes are automatically transferred to the business organisation charts.

Main functions:

- Displaying the organisational structure;
- Knowledge map;
- Optional fields;
- Situation organisation;
- Succession situations;
- "Domino effect" lists;
- Export function.

Some advantages:

- Updating the data on the organisational tables with a click;
- Easy identification of business experts;
- Displaying any organisational business requirement;
- Impact of a future reorganisation;
- Key position filling guarantee;
- Efficient internal recruitment and vacancy analysis;
- Publishing the reviews on the organisational structure on the business intranet.

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