

Talent Management Vendor Evaluation Checklist

The four most important areas to investigate before you make a decision.

Whether you're choosing a talent management solution for the first time or making the switch from a vendor that just didn't work, investigating various vendors and evaluating which one is right for your business is a daunting task. And it's important to find a partner that's not just right for you today, but also in the future as your business grows and changes.



To help make your decision, we've broken out the four most important areas to investigate.



Reputation



- How does the vendor rank among top industry analysts?
- Do they have customer testimonials and case studies for you to review?
- How long has the vendor been in the talent management market? Is there a trusted history?



Enabling your Success



- How much of implementation will you have to do yourself?
- Does the vendor offer quality product support + emergency phone support?
- Is there a vendor supported online community with regional groups and advisory boards?



Quality of Product



- Does the product offer robust analytics to help you be strategic?
- Are there frequent feature releases and enhancements?
- Can you customize the solution to fit your needs?
- Will it integrate with your HRIS / payroll vendor?
- Does the LMS provide quality content that is curated by experts and updated frequently?



Growth or Dead-end?



- Is this product only a fit for now or is it capable of scaling with your business as it grows and changes?
- Can it add modules as your business needs change?
- Are the vendor's solutions able to integrate to give your business a unified talent management solution?
- Is the vendor able to quickly react and adapt their solution to meet the challenges of today's changing world?

Cornerstone Score



Cornerstone | small & medium business

Need more guidance?

Talk to one of our experts about your organization's talent management needs.

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