

# J Brown Group, LLC

Cloud Based Talent Management/  
Learning Management System



# Cloud Based TMS/LMS



- Through our strategic partnership with Reliant, we are able to offer a best in class Software-as-a-Service (SaaS) solution for all aspects of performance management including training and learning, individual development plans (IDP's), skills testing, goal management and performance evaluations, 360's, social learning and talent metrics with customized dashboard reporting

The image displays two screenshots of the Reliant software interface. The left screenshot shows the 'Talent Management' dashboard for Chris Wright, Senior Director, Human Resources. It features a 'My Training Schedule' table with the following data:

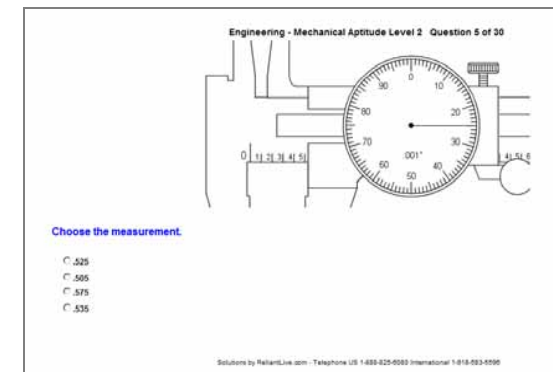
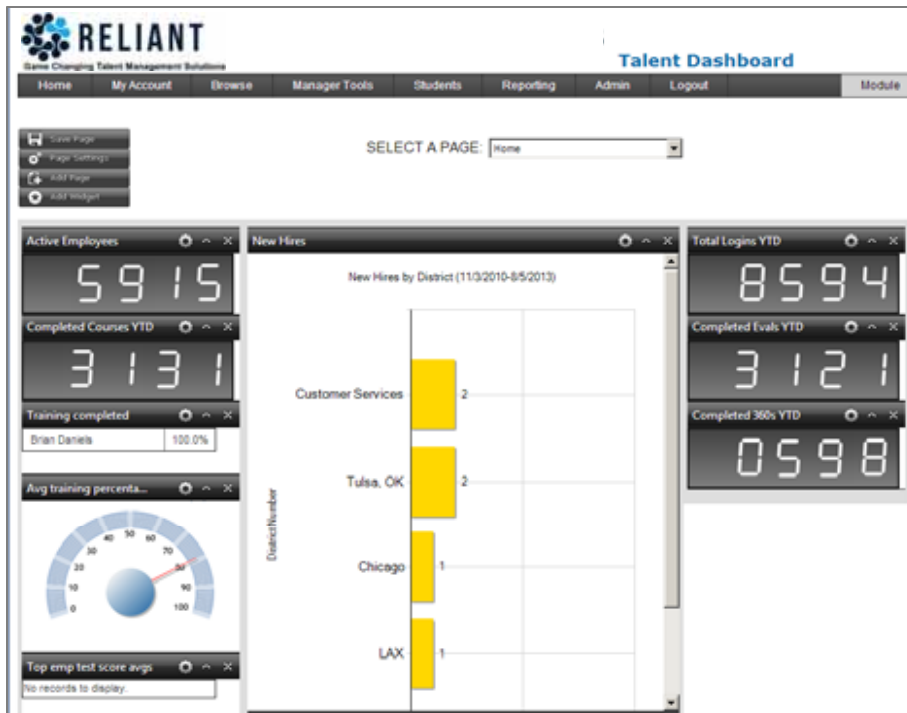
Training Schedule	Title	Description	Link
Leadership Development Series 1 - People	Leading Teams (Videos) Virtual Teams	Leading Teams (Videos) Virtual Teams	Leading Teams (Videos) Virtual Teams
Leadership Development Series 1 - People	Motivation: Rewarding and Correcting	Motivation: Rewarding and Correcting	Motivation: Rewarding and Correcting
Leadership Development Series 1 - People	Introduction to ThinkBox	Learn how to utilize ThinkBox to create an Individual Development Plan (IDP)	
Leadership Development Series 1 - People	Coaching Someone to Use the Right Words to Recognize and Motivate Others	Coaching Someone to Use the Right Words to Recognize and Motivate Others	ThinkBox - Coaching Someone to Use the Right Words to Recognize and Motivate Others
Leadership Development Series 1 - People	ThinkBox Development Plan	Work on tasks in your IDP.	

The right screenshot shows the 'LMS - Courses' interface, displaying a list of courses with columns for 'Course', 'Risk', 'Provider', 'Type', 'Training Method', and 'Progress'. The 'Course' column lists various topics such as 'Retail', 'Customer Service Knowledge & Skills', 'Leadership: Resilience & Motivation', and 'Information Security and Red Flags - SAMPLE COMPLIANCE COURSE'. The 'Risk' column shows levels like '\*\*\*' and '\*\*\*\*'. The 'Progress' column shows completion status like '0%' and '100%'.

# What Makes Our TMS/LMS Unique?

- Fully cloud based
- Fully customizable & brandable
- Lower annual licensing fees than the other cloud based TMS/LMS solutions
- Licensing costs based on FTEs at beginning of annual licensing period, not total number of unique log-in IDs during the licensing period
- Significantly lower set up costs than other cloud based TMS/LMS solutions

# Talent Management/Learning Management



- Individual Development Plans & Training Schedules
- Real-Time Dashboard Reporting Tools
- Course Catalog
- Skills Testing to Ensure Mastery of Learning Objectives
- Manager Tools

# Performance Management

**RELIANT**  
Game Changing Talent Management Solutions

**Evaluations**

Home | My Goals | Manager Tools | Reports | Evaluation Admin | Logout | Module

**Evaluations Due** | **Completed Evaluations** | **My Evaluations**

Employee Name	Evaluation Name	Evaluation Date	Evaluation Form	Self Evaluation
Barnett, Amy	Performance Evaluation Form	04/10/2013		

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**360 Multi-Rater Reviews**

Home | Manager Tools | My Employees | Reports | 360 Admin | Logout | Module

**My Rating Forms** | **My Rating Forms History** | **My Feedback Reports**

Employee Name	My Relationship to Employee	360 Rating Form	Status	Notes
Nelson, James	Supervisor		In Process	
Bankwell, Rich	Peer		In Process	
Wright, Chris	Self		In Process	
Smythe, Joe	Direct Report		In Process	

**Performance Evaluation Form - Self**

Employee Name: Chris Wright | Job Title: Senior Director, Human Resources  
 Employee ID: 1 | Date of Hire: 4/10/2010  
 Evaluation Date: 7/26/2013

**Knowledge & Skills**  
 Demonstrates professional or technical expertise needed for the assigned functional area(s)  
 A - Strong Performer  B - Solid Performer  C - Unacceptable  NA  
 Comments: I have the technical skills and am professional in my approach

**Creativity & Problem Solving**  
 Recognizes and can clearly define problems  
 A - Strong Performer  B - Solid Performer  C - Unacceptable  NA  
 Comments: I take pride in my ability to think out of the box. I believe it has help on a number of occasions

- Developing Rating Forms
- Scheduling & Administering Rating Forms
- The Employee Experience
- Mystery Shopper Tool
- 360 Developmental Feedback

# Succession Planning

**Direct Reports for Chris Wright** (Select Direct Report to view and drill down)

Change Employee

**CHRIS WRIGHT**  
 HR Senior Director, Human Resources  
 3.00  
 3.00  
 3.00  
 2.00  
 3.00  
 AVERAGE SCORE: 2.60

**Competency Scores for Chris Wright**

Competency Averages Comparisons

Competency	My Average	Company Average
Creativity & Problem Solving	~2.8	~2.2
Customer Service	~2.0	~2.0
Knowledge	~2.8	~2.8

**Direct Reports for Brian Daniels** (Select Direct Report to view and drill down)

Change Employee

**BRIAN DANIELS**  
 HR Senior Director, Human Resources  
 3.00  
 3.00  
 3.00  
 2.00  
 3.00  
 AVERAGE SCORE: 2.60

**Scorecard**

Competency Avg to see: 1 years

Employee	Avg Score	Creativity & Problem Solving	Customer Service	Knowledge & Skills	Ownership & Accountability	Teamwork
Brian Daniels	2.6	3.0	3.0	3.0	2.0	2.0
Joe Smythe	1.4	1.0	1.0	2.0	1.0	2.0
Penny Well	2.4	2.0	3.0	2.0	3.0	2.0

- Talent Dashboard
- Scorecards
- Talent Matrix
- Talent Slate

# Success Notes and Knowledgebase

The image displays two screenshots of the Reliant software interface. The top screenshot shows the 'Success Notes' workspace for 'Customer Services'. It features a user profile on the left, a central feed of posts with user avatars and text, and a 'SUCCESS Notes' logo on the right. The bottom screenshot shows the 'Knowledge Base' interface, including a search bar, a 'Categories' list with '360', 'ThinkBox', and 'Training', and a table of documents.

Document Name	Description	Download
Developmental Assessments	Developmental Assessments	
Supervisor Training	Supervisor Training	

- Integrated Social Media
- Integrated Knowledge Management

# Contact Information

For more information please contact:

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