

Workday Talent Optimization

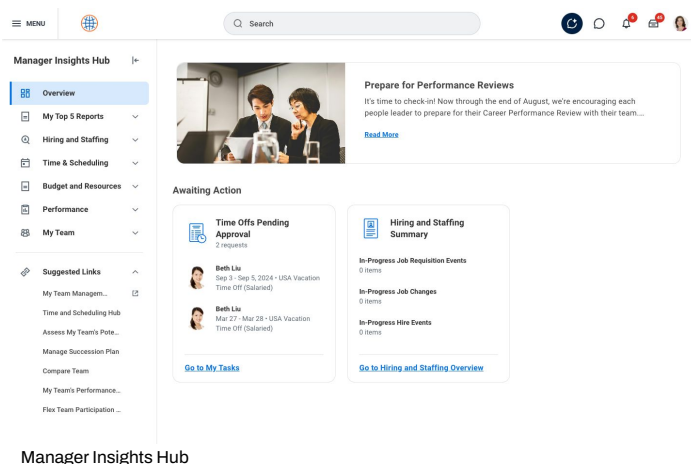
Make talent your most strategic advantage.

Work is evolving faster than ever, and organizations face complex talent challenges that can impact growth and competitiveness. Skills gaps, siloed systems, disengaged employees, and leadership pipeline risks make it difficult to deploy the right people to the right work at the right time. Managers often lack the insights to coach and develop teams effectively, while employees struggle to see a clear path for growth.

Workday Talent Optimization addresses these challenges by unifying people, business, and skills data in a single AI-powered platform. It helps organizations attract, retain, and develop a workforce that is agile, engaged, and ready for whatever comes next.

Power a skills-based organization.

Workday Talent Optimization is a unified talent management solution built for the AI era. By combining core HR data with dynamic skills and workforce insights, it delivers a complete view of your talent landscape and future capability needs. Empower employees to grow, equip managers to lead as coaches, and give leaders the intelligence required to build an agile, future-ready workforce.



Key Benefits

- **Strategic alignment:** Leverage a single source of truth for skills, performance, and talent data to ensure every workforce decision drives business outcomes.
- **Leadership activation:** Empower employees to own their careers, equip managers to coach with impact, and accelerate leadership growth across your organization.
- **Organizational agility:** Create a future-ready workforce capable of adapting to change, seizing new opportunities, and sustaining long-term competitiveness.

Results

- 24% lower voluntary turnover.
- 81% higher internal hire rates.
- \$1.7M in annual savings.

Source: Based on product-level analysis across all customers where data was available July 2023-June 2025

Transform managers into strategic coaches.

Manager Insights Hub helps organizations address manager burnout and limited visibility into team performance and development. Many managers are expected to support growth, engagement, and results—often without the tools or insights to do so effectively. This centralized, AI-powered experience helps managers turn everyday interactions into meaningful impact.

With timely prompts and insights for check-ins, feedback, performance reviews, and development moments, managers can shift focus from administrative tasks to leadership activities. The platform analyzes employee interests and skills data to suggest personalized growth opportunities aligned to both individual goals and business priorities. With Talent Highlights, managers gain instant visibility into strengths, risks, and development areas—creating strategic coaches who accelerate performance, engagement, and organizational capability.

Put career growth front and center.

Career Hub acts as an AI-powered career coach, helping organizations tackle stagnation and the “lack of growth” perception that often leads to turnover. Employees frequently lack clear visibility into advancement opportunities, making the path to a promotion or lateral move feel uncertain. Career Hub brings transparency to career development, empowering workers to actively shape their professional journey.

By analyzing skills and job interests, the platform delivers personalized recommendations for mentors, learning content, and potential career paths. Employees can explore multiple career trajectories within the organization and understand what it takes to move forward. This clarity strengthens engagement, supports intentional development, and turns your existing workforce into a dynamic, future-ready talent pipeline.

Key Features

Performance Enablement

- Goals
- Check-ins
- Reviews
- Feedback
- Performance Calibration

Career & Development

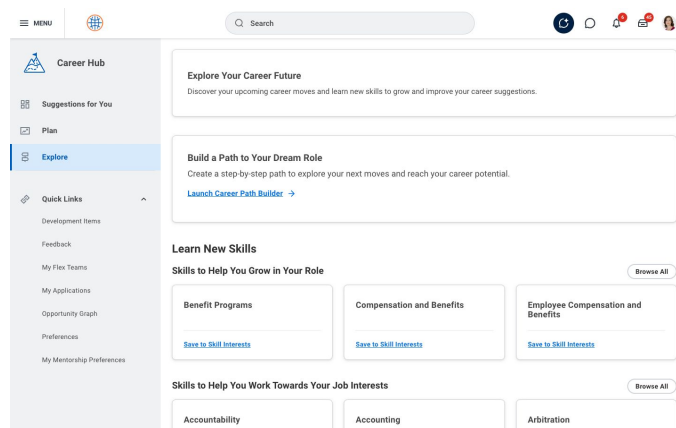
- Career & Job Interests
- Opportunity Graph
- Mentors & Connections
- Development Items

Succession Planning

- Succession Management
- Talent & Succession Pools
- Talent Calibration
- Potential Assessment

Growth & Mobility

- Career Hub
- Career Pathing
- Manager Insights Hub
- Talent Highlights
- Flex Teams

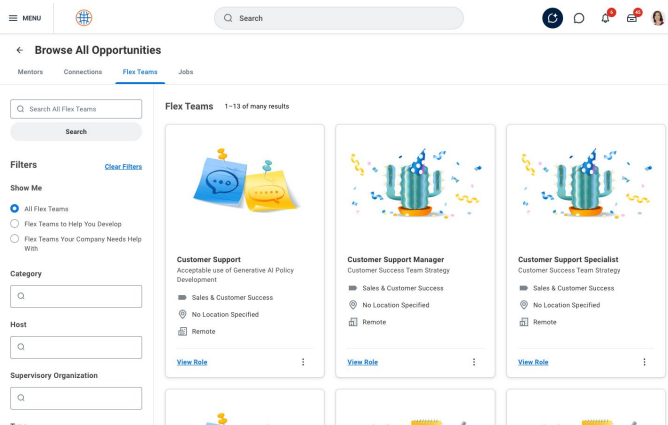


Career Hub

Bridge the skills gap with an agile marketplace.

Respond quickly to shifting business priorities with a dynamic ecosystem of opportunity. Traditional rigid job structures can slow talent deployment and limit growth—but AI breaks down these barriers by matching employees with projects, Flex Teams, and full-time roles based on skills and interests.

For organizations, this means rapidly mobilizing the right talent for high-priority initiatives without relying solely on external hiring. For employees, it offers opportunities to develop new skills, gain diverse experiences, and expand their internal networks.



Flex Teams

“Workday Talent Marketplace is a fantastic way to meet professional development needs. It allows workers to gain experience and later apply for internal job roles that might otherwise not have been open to them.”

– Senior Manager of HR Solutions and Transformation, Ferring Pharmaceuticals

Future-proof your organization with strategic succession.

Succession Planning transforms your leadership pipeline from a potential risk into a competitive advantage. Relying on subjective judgment alone can create bias and critical gaps—but our data-driven approach provides the clarity leaders need for long-term stability.

With an integrated view of performance, skills, and career interests, leaders can assess and compare employee potential and readiness objectively. Build robust Talent Pools for key roles, ensuring the right candidates are prepared to step in. AI-powered insights highlight high-potential employees who might otherwise be overlooked, helping you cultivate a diverse, future-ready leadership bench capable of driving your organization forward.

“With all of the real-time data and intelligence now at our fingertips, we are well placed to help our business leaders rise to the challenges they face and to move forward with their business development plans with confidence.”

– Global HR Solutions Program Lead, Aliaxis

To learn more about how Workday Talent Optimization can help you build a more agile, human-centric workforce, please visit: workday.com/talent-optimization

+1-925-951-9000 +1-877-WORKDAY (+1-877-967-5329) Fax: +1-925-951-9001 workday.com

© 2026 Workday, Inc. All rights reserved. WORKDAY and the Workday logos are trademarks of Workday, Inc., registered in the United States and elsewhere. All other brand and product names are trademarks or registered trademarks of their respective holders.

20260219-workday-talent-optimization-datasheet-enus

