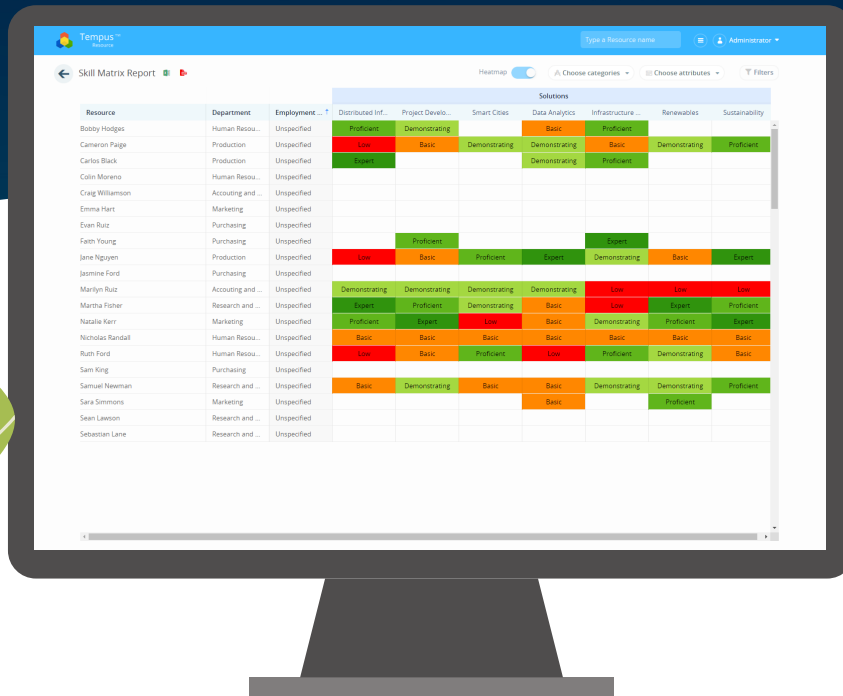


Enterprise Skill Management

Secure, powerful, fully integrated



Flexible Skill Management Platform

Managing employee skills and having full access to the adequacy or inadequacy of resource competencies is a critical measure in Resource Management. Tempus Resource's feature-rich skills management capabilities enable small, medium and – especially – large enterprises to control this process.

Detailed Enterprise-Wide Skill Insights

Centrally define, manage and govern the skills and competencies critical to your organization. Gain real-time insight into skill adequacy by role, department, location or enterprise-wide. Use any of your organization's attributes, which are fully configurable in Tempus, to measure your ability to address the challenges of the future.

Flexible Skill Measurement Methods

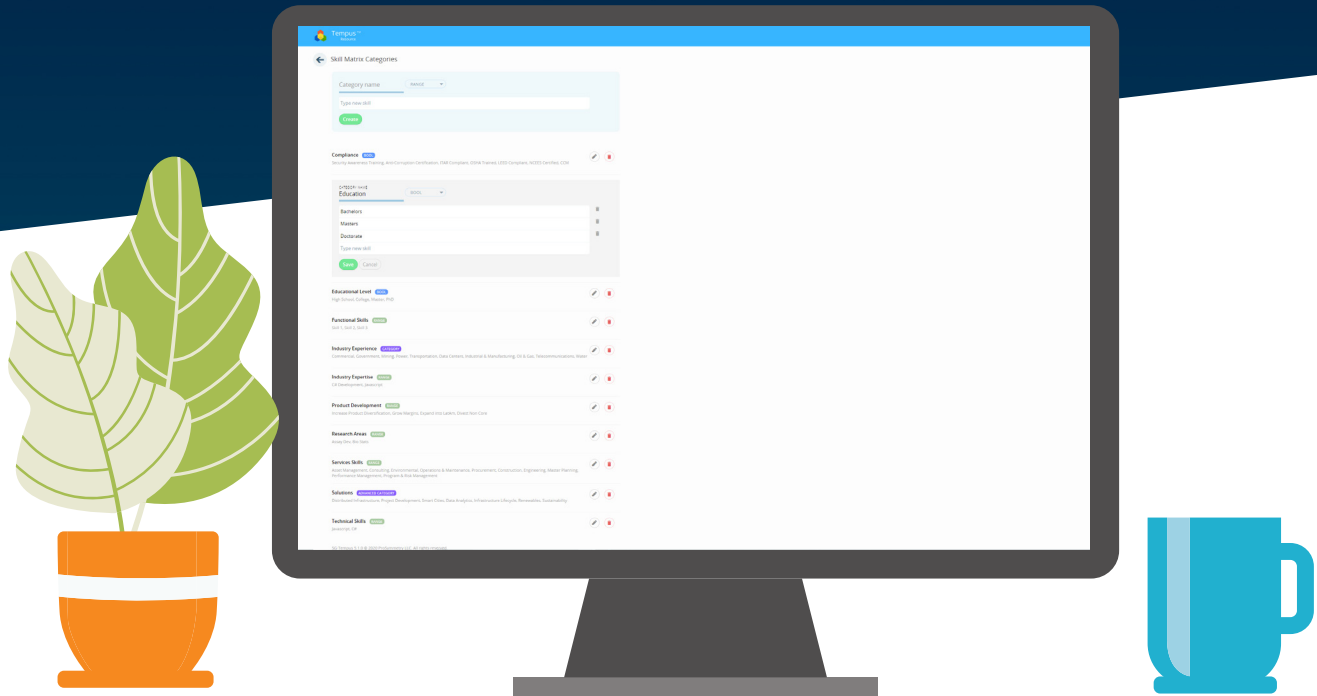
The ways we measure and manage skills and competencies varies by type. While some are very clear, others require a more flexible model for tracking. Tempus includes a range of options for how skills and competencies are categorized, quantified and evaluated.

Full Integration with Leading Resource Portfolio Management Platform

Tempus Resource is the leading resource forecasting and capacity planning solution. It is used globally by organizations to plan, track, manage and forecast their resources and projects to effectively execute organizational strategy. Skill management is a critical link in this chain.

Skill Matrix Category Management

Centrally manage, define and govern your enterprise skill matrix inventory



Skill Definition

Tempus's admin interface enables users with the appropriate entitlements to create new skill sets, update existing skill sets, and define how skills or competencies are measured. For certifications or annual assessments, users can utilize Boolean measurements. Or, for knowledge of specific technologies, they can leverage competency measures or range-based measurements. Tempus allows for flexibility across skill categories.

Skill Categorization

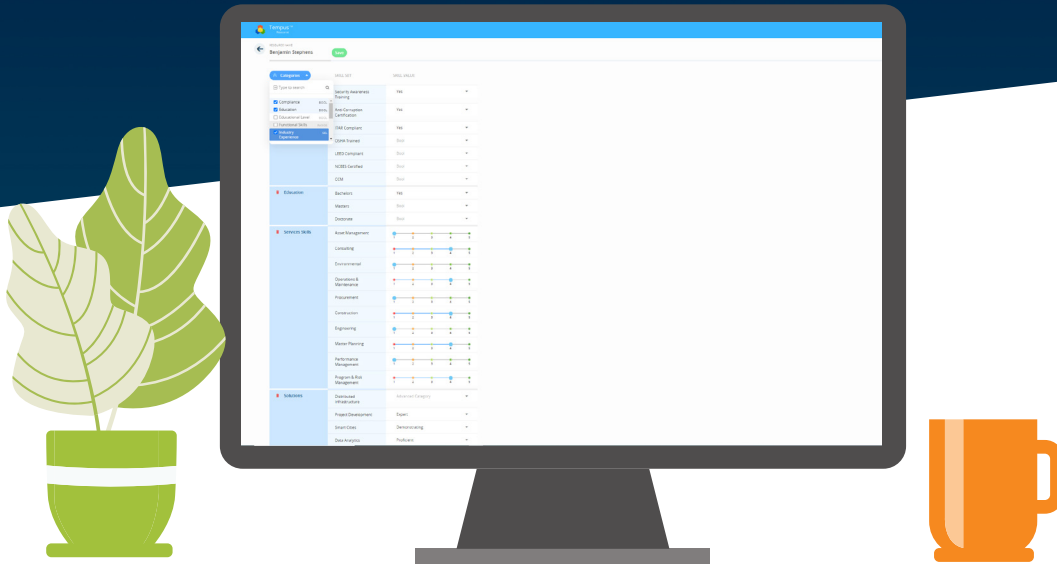
Users can group skills according to higher level categorizations. While some skills might be required company wide, others might be specific to certain groups in the organization. Use Tempus to craft those skill categorizations and deploy them as needed based on your organizational structure and skill management policies.

Centralized Government & Management

All decisions around skills and competencies are established and maintained centrally. Avoid the challenges related to a distributed management approach or a series of ill-defined spreadsheets where visibility and control becomes impossible. In Tempus, the entire skill management process is self-contained and integrated.

Targeted Skill Management

Mix global skills with department specific skill matrix categories



Company Wide Skill Inventory

In organizations of hundreds, thousands or even tens of thousands, not all people can be measured across the same skills or competencies. In fact, performing such an analysis would be ineffective and a significant waste of time. With Tempus, unique groupings of skills and competencies can be assembled and employed to measure what's necessary on a resource-by-resource basis. Commonly, customers will assemble a company wide set of skills or competencies to measure compliance or on-boarding related certifications, achievements or skills. Things like completing security awareness training or participating in diversity training are typically enterprise wide measures of compliance. Use Tempus to craft enterprise-wide skill matrices.

Department Specific Granularity

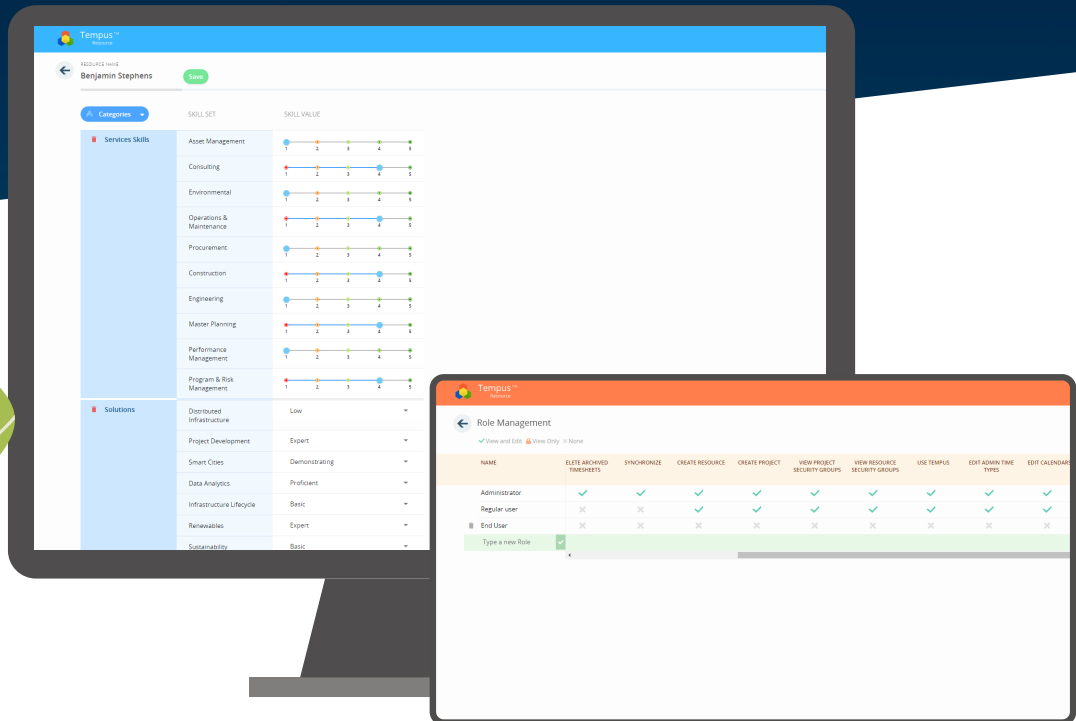
While a certain percentage of certifications, achievements or skills are measured across an entire enterprise, the majority of skill and competency measures are more specific in nature. Consider the various roles, locations and departments of a global product development organization. What's important for evaluation and measurement in one department is likely wildly different from what's important in another department. Tempus allows you to craft specific skill matrices for granular measurements from a role, department or location-based approach.

Flexibly Associate to Resources

When associating skill categories, resources may require categorization against company wide skills while at the same time requiring a much more detailed assessment based on the resource's location, department, title, role or even years of service. With Tempus, you can flexibly associate skill categories and the associated skills and competencies on a resource-by-resource basis. Additionally, flexibility extends to the reporting aspects of Tempus, where skill categories can flexibly be included or excluded from reports.

Democratize Skill Management

Improve engagement and data collection with end user management of their skills



Enable Management by End Users

Tempus empowers end users to update and manage their individual skill matrix values. Simple and easy to use web-based interfaces enable end users to quickly identify relevant skill categories. Using pick lists and sliders, end users can quickly define their skill values.

Security Policies

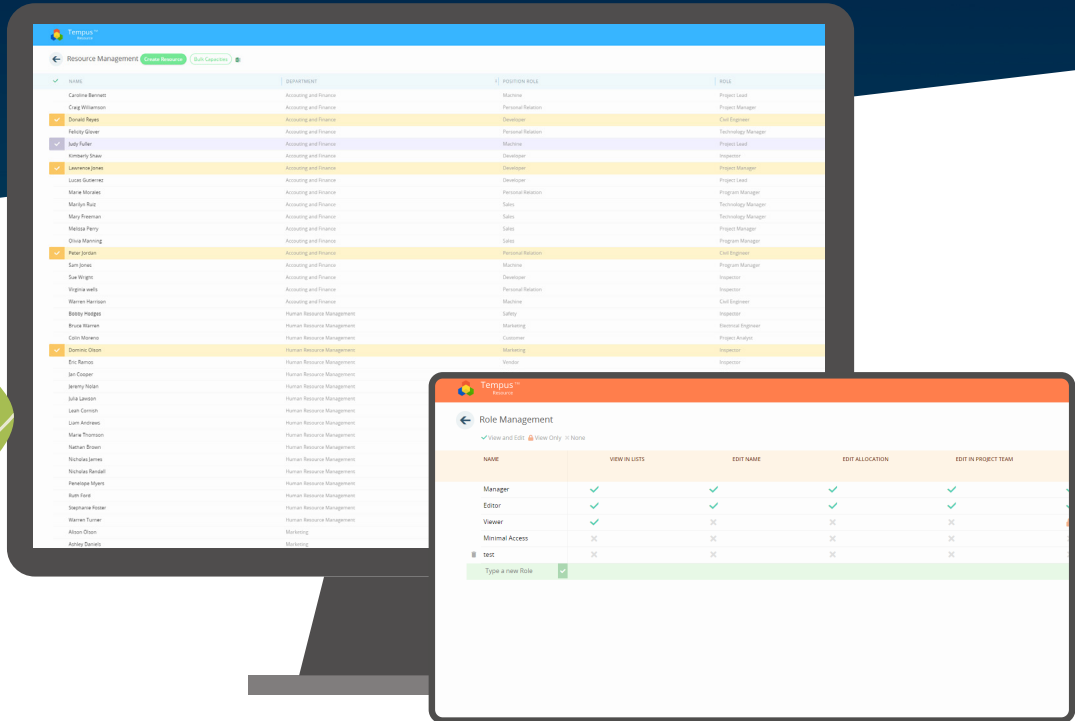
Recognizing the importance of end user engagement for skill matrix management, Tempus incorporates simplified security settings to enable end user access. Global roles can be updated in bulk to enable end user access to their own skill matrix.

Improve Engagement & Data Quality

While philosophical differences exist between manager defined skill assessments and end user defined skill values, allowing end users to update and manage their individual skill matrices can be a game changer for organizations wishing to improve end user engagement.

Manager Controlled Skill Matrix

Centralize control of skill management



Enable Control by Resource Managers

Tempus enables managers to conduct skill assessments and manage skill matrices for their resources. Simple and easy to use web-based interfaces enable managers to quickly identify relevant skill categories. Using pick lists and sliders, managers can quickly define their resources' skill matrices.

Security Policies

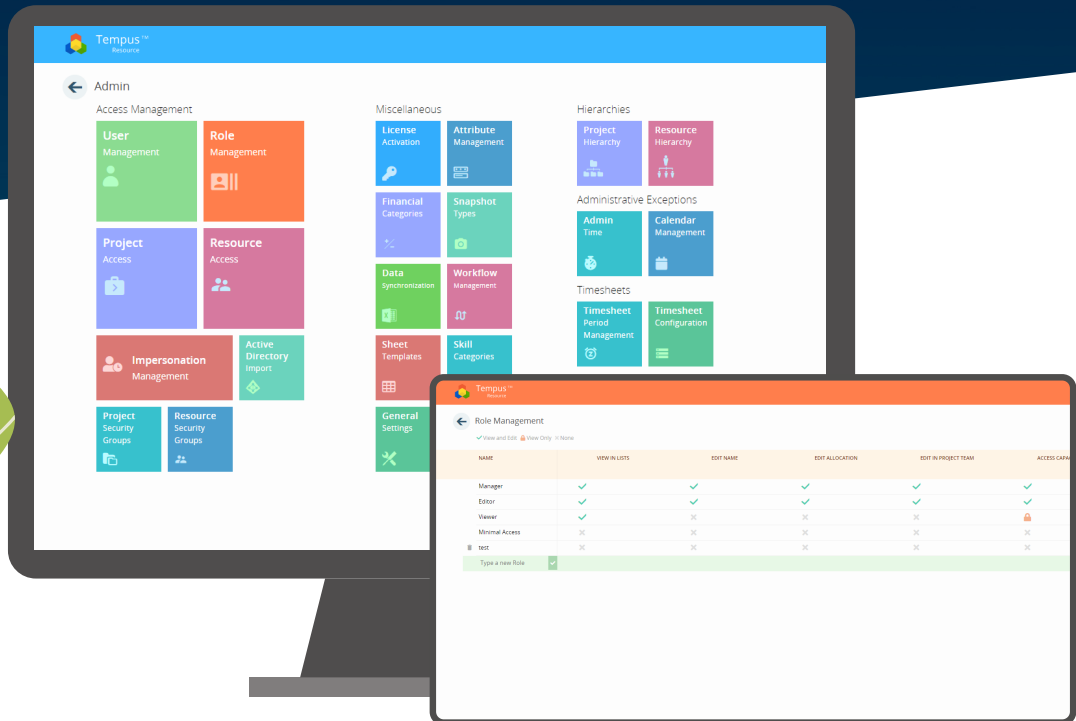
Tempus's scalable and highly flexible security allows flexible implementation of security policies that govern skill assessments and skill matrix management. Resource access rules can be leveraged to enable resource managers access to directly and indirectly managed resources. With easily configured access policies in place, resource managers can input skill assessments against their resources.

Multi-Modal Skill Assessment

Some organizations prefer a top-down approach to manage skill assessments while others prefer a bottom-up approach where end users themselves are responsible for their own skill assessments. Others land somewhere in between, in a space where both managers and end users concurrently manage skill matrices. Tempus fully supports this multi-modal approach to skill management.

Access Policies, Roles and Permissions

Leverage robust entitlement management features



Access Policies

Tempus includes a robust role-based security model. As the premier resource forecasting and capacity planning solution on the market today, Tempus must adapt to a wide range of organizational designs including matrixed, multi-matrixed, flat and hybrid structures. With Tempus, you can flexibly configure global roles and utilize access policies to control and govern permissions to projects, resources and other objects.

Global Roles

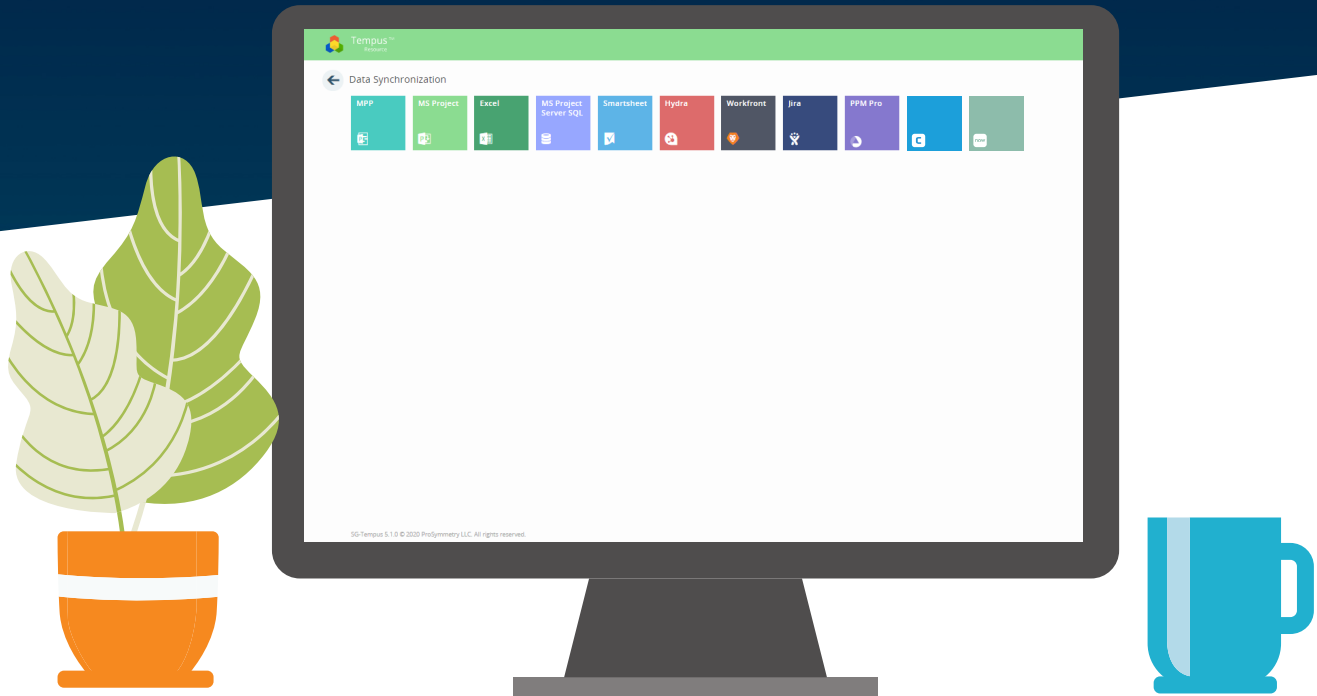
Centrally define and manage global roles dictating the generalized entitlements for specific users or groups of users. Use Global Roles to define members of your staff who can manage the skill matrix configuration settings, and use Global Roles to enable end user access to manage their own skill matrix values. Apply Global Roles to end users using bulk editing features to rapidly apply your configuration preferences.

Resource Roles

Tempus's security model enables granular control for resources, projects and other data elements. Utilize Resource Roles and associated Access Policies to grant managers read-only or read-write access to individual resources or groups of resources. Use Resource Roles to define which managers can edit the skill matrix values for which resources.

API & Integrations

Gain from past investments and enterprise enable your data



Pre-Built Connectors

Tempus ships with a wide range of connectors. Synchronize data to Tempus from leading project portfolio management, enterprise resource planning, customer relationship management and human capital management systems.

Import from Excel

Rapidly import data into Tempus using built-in Excel based templates. Import projects, resources, attributes, planned data and actual data. With Tempus, you do not need to sacrifice your legacy data. Simply copy the data to our Excel templates, drag-and-drop and synchronize.

Security

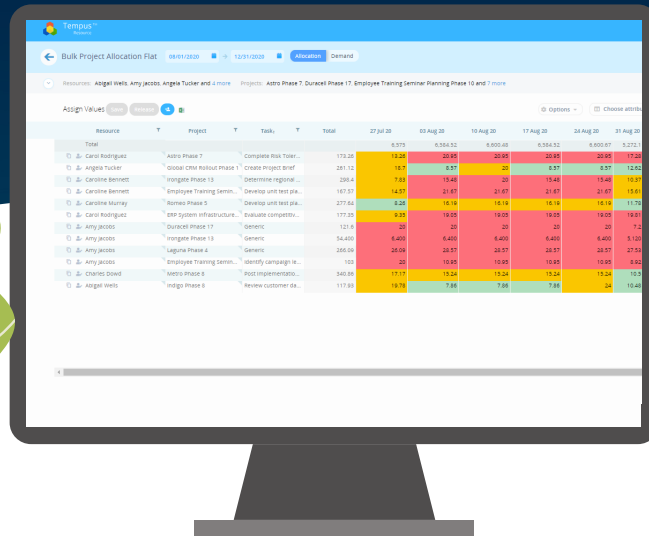
While end users can log in to Tempus using application-specific credentials, Tempus supports both OAuth and SAML-based authentication providers. Leading solutions such as Azure AD and Okta are fully supported along with many others.

Modern REST-Based API

Quickly and easily build integrations with our modern and fully documented API. Whether you need to pull from or push to Tempus, your team will find what they need to implement near turn-key solutions.

Project and Bulk Project Forecasting

Forecasts how you want, when you want



Planning & Forecasting Options

As the premier resource forecasting and capacity planning platform, Tempus provides maximum flexibility for resource planning. Use Excel-like grids to plan at the project or at the task level. Plan at the quarter, month, week or day level. Plan using hours, costs, FTE, FTE% and/or mandays. Use resource request workflows to gain authorization over resource utilization and take advantage of real-time heatmapping to gauge resource availability throughout the planning process.

Bulk Planning & Forecasting

Unlike traditional PPM systems, Tempus utilizes a variety of bulk-planning interfaces. Instead of going project-to-project and making individual assignment updates, Tempus includes bulk project planning screens from which resource managers and project managers can create new assignments and edit existing assignments in bulk, in one screen. Concurrent editing and real-time heatmapping improve collaboration and coordination across the enterprise.

Detailed Project Scheduling

Beyond the high-level forecasting grids found throughout Tempus, additional critical path scheduling functions also exist. Mix and match the planning and scheduling features of Tempus to accommodate various user types of business processes. Or, allow high level forecasts to evolve from project-level to more refined task-based estimates.

Project Financials

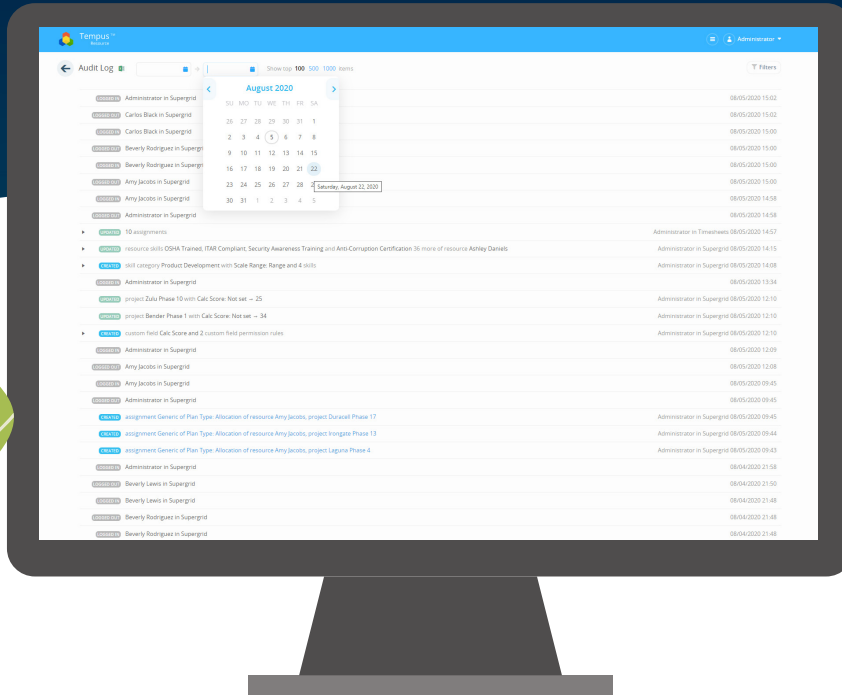
Tempus is not just built for timesheets and resource forecasting. Tempus also includes comprehensive financial forecasting and planning features as well as a range of additional project-related planning, tracking and controlling features ranging from financials to issues and risks tracking.

Snapshots

Capture comprehensive snapshots of projects, programs and portfolios. Conduct bulk snapshotting and align snapshots with administratively defined snapshot types. Snapshot project forecasts, status, attributes, financials and milestones. Compare and contrast live project data to historical snapshots using Tempus's report writers.

Audit Log

Gain confidence in your data and processes



Global Audit Log

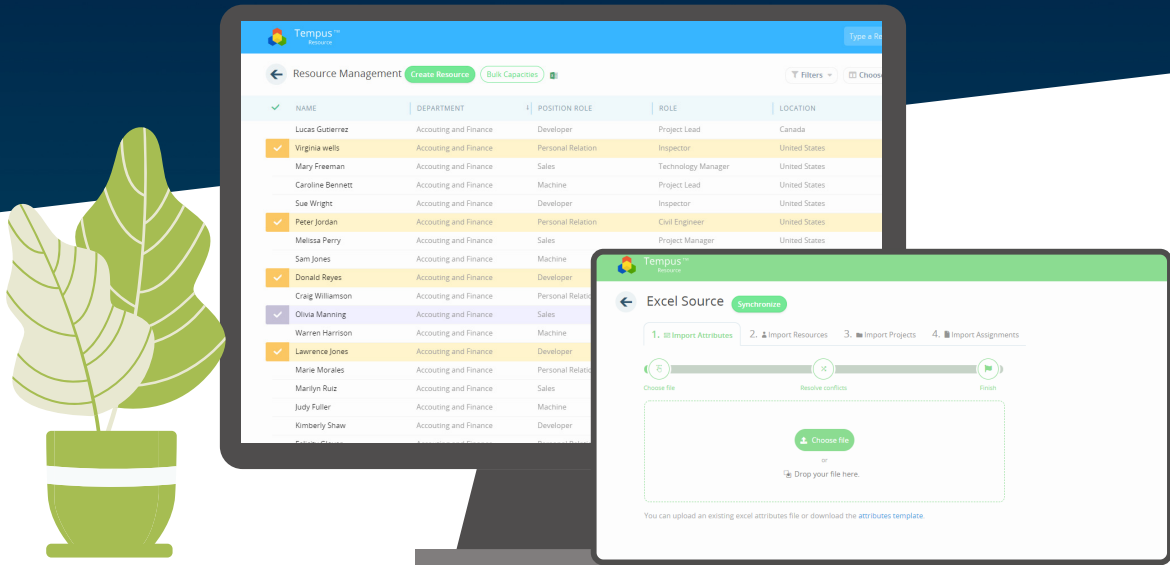
Tempus includes an untamperable global audit log that tracks every change by any user. The global audit log includes names and timestamps for every action along with the before-and-after of all changes. Was a field changed? What was the value originally and what was it changed to? Changes to resources, skills, attributes, allocations, financials and all other objects are fully tracked for audit purposes. Audit data can be queried using a range of parameters and extracted to Excel or by the API.

Object Specific Audit Logs

Global audit log data may be too broad for resource managers, project managers and other end users. For that reason, Tempus also includes audit logs filtered by specific objects such as projects, resources, attributes and other objects. Use Tempus's security model to grant users access to the audit logs of their resource(s) or project(s).

Centrally Defined Resource Pool

Define and manage all resources



Centralized Management

With Tempus Resource, all resources are managed from a common resource pool. Of course, security permissions can be used to limit who can see and who can edit which resource, but having a common repository for both named and demand planning resources enables holistic capacity planning. Populate your Tempus environment using our direct entry screens or use Excel to bulk upload hundreds or thousands of resources and associated attributes and capacity. Conduct ongoing updates to the resource pool using Tempus's management screens. Update and merge changes using Excel, or take advantage of the Tempus API to add and update resources from external systems.

Inline Editing and Bulk Editing

With Tempus, you can make updates to your resources using inline editing. Conduct single resource inline updates or conduct mass, bulk, inline edits. Rapidly update attributes, rates, calendars and other resource data without having to drill down into each individual resource record. No longer will you dread the updates required as a result of organizational changes because Tempus makes short work of those updates.

Global Replacement

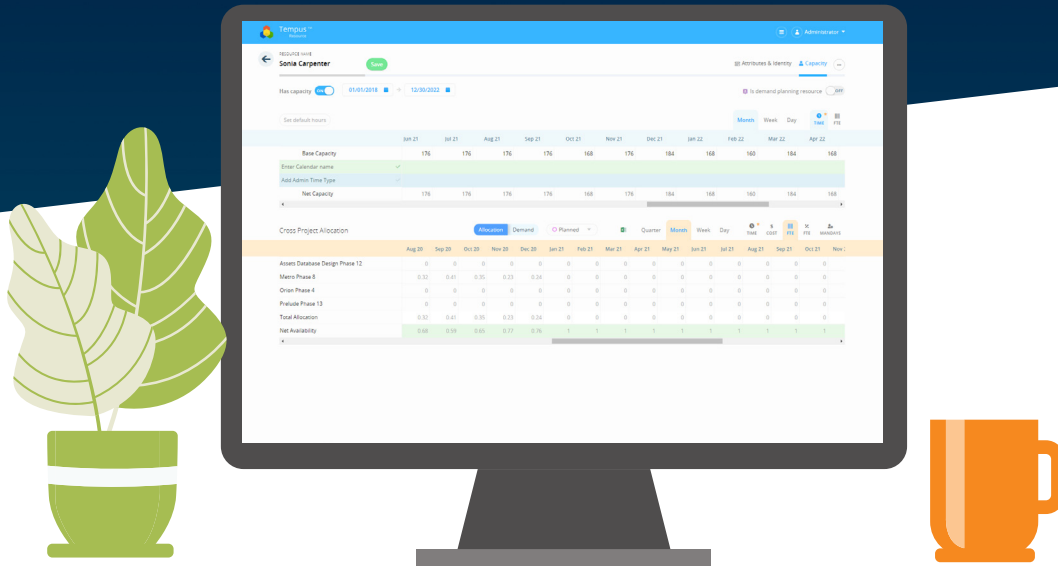
Headcount reductions and employee churn are realities of business. In other systems, updating resource forecasts, projects and operational plans requires editing each-and-every instance of allocation. This is a tremendously time-consuming affair. Tempus is designed for resource management and, as a result, includes a global resource replacement function to conduct replacements across the entire system. Set the transition date and the resource to use for replacement, then select "go". All the work is done for you.

Cloning

While Tempus makes creating and updating resources easier than ever, adding new resources can involve considerable setup. To alleviate or completely eliminate this effort, Tempus includes resource cloning functions. Instead of creating entirely new resources, updating attributes and setting security and capacity, simply copy existing resources from the resource pool. This cloning process is simple and instantly provisions new resources with only a few clicks. Use this process for created new named and new demand planning resources, or use it to setup "to-be-hired" resources.

Detailed Resource Capacity Management

Define resource types and set base and net capacities



Timephased Resource Capacity

Tempus allows you to flexibly configure resource capacity. Like many other features, resource capacity can be defined on a resource-by-resource basis or in bulk. Tempus's flexibility allows organizations to set the unencumbered carrying capacity (Base Capacity) for resources over time. By day, by week or by month, set the Base Capacity in hours and/or FTE for each resource.

Demand Planning Resources

Uncertainty is a foundational element of resource forecasting and capacity planning. Early in the planning process, we may not know who will be assigned to work our projects or operational plans. Or, perhaps your organization has a business process requiring end users first plan with generic placeholders because a functional or resource manager is responsible for replacing the generic with a named resource. Tempus addresses this challenge with Demand Planning Resources. Similar to named resources, Demand Planning Resources are explicitly flagged so as to not artificially increase your capacity.

Administrative Time Exceptions

Each resource starts with a base capacity. Administrative time can be used to chip away at the base capacity to yield a calculated net capacity. Administrative categories are defined centrally and are most commonly used to apply non-productive time to resources but are flexible enough to be used for capturing support, sustainment, maintenance or other measures which impact base capacity.

Calendars

Tempus allows for multiple calendars to be applied to any resource. Apply calendars individually or in bulk. The additive effect of applied calendars adjusts the base capacity yielding a calculated net capacity. Create an unlimited number of calendars in Tempus and use them across your resource pool.