

# Creating Talent Cards with Strato Document Generation

Supporting talent teams with branded, data-driven employee summaries for talent reviews, succession planning, and leadership discussions



Talent reviews often require managers, HR business partners, and leadership teams to review employee information from multiple areas of SAP SuccessFactors.

This may include profile data, current role details, internal job history, performance information, competencies, goals, development objectives, successors, calibration outcomes, and other talent-related information.

Many SAP SuccessFactors customers have historically used Pixel Perfect Talent Cards to create custom employee scorecard-style reports. As customers review their future approach to Talent Cards, many are also considering how to maintain familiar Talent Card outputs while supporting evolving talent review, succession planning, and leadership reporting requirements.

For organisations that rely on Talent Cards today, this creates a practical question: How do talent teams continue producing professional, branded employee summaries in a way that is flexible, maintainable, and aligned to their future SAP SuccessFactors roadmap?

## Operational Reality

Organisations commonly experience:

- Talent data spread across People Profile, performance forms, succession, development, calibration, and other areas
- Manual preparation of employee summaries for talent reviews
- Time pressure before calibration, succession, or executive review meetings
- Inconsistent formatting across business units, regions, or leadership packs
- Talent Card outputs that need to be generated, updated, and shared consistently across PDF, PowerPoint, or other review formats
- Limited flexibility when Talent Card templates need to be updated for new audiences, processes, brands, or reporting needs
- A need to present sensitive employee information in a controlled, consistent format

In talent review and succession planning scenarios:

- Leaders often need concise employee summaries before review meetings
- HR teams may need to prepare multiple Talent Cards across populations, teams, or regions
- Data may need to be presented differently depending on audience, role level, or review process
- Talent information may need to be reviewed, distributed, stored, and retrieved as part of a broader HR process
- Templates may need to reflect company branding, terminology, talent methodology, legal entity, country, or audience requirements

# How Strato Can Support

Strato can be configured to support talent teams across Talent Card generation and talent review documentation activities.



## Talent Card Generation

- Generate personalised Talent Cards from SAP SuccessFactors employee data, including Employee Central and talent-related information where configured
- Include profile, role, performance, succession, development, and calibration information where configured
- Use standardised templates with controlled layout and logic
- Generate Talent Cards in bulk using filters to support review populations, teams, regions, or business units
- Support PDF and PowerPoint output formats, depending on customer requirements and configuration
- Support consistent outputs across employee groups, regions, and review cycles



## Template Design and Branding

- Apply customer branding, formatting, terminology, logos, and visual themes
- Create different layouts for legal entities, countries, employee groups, executive audiences, or non-executive audiences
- Use conditional content to show relevant sections by role, population, process, country, legal entity, or audience
- Enable authorised users to maintain template content and make minor updates without requiring a services engagement
- Reduce reliance on manually maintained slide or document templates



## Talent Review Support

- Provide structured employee summaries for leadership and calibration discussions
- Support succession, high-potential, mobility, and development review processes
- Enable repeatable preparation of talent packs or individual employee cards
- Help reduce manual effort before time-sensitive review cycles



## Data and Governance

- Use SAP SuccessFactors data as the source for generated Talent Card content
- Include People Profile, Talent, Performance & Goals, Employee Central, and other available data sources based on configuration
- Support derived and custom fields where configured, helping organisations tailor Talent Cards to their own talent data model
- Support multiple languages, including language selection based on employee preference where configured
- Support controlled generation and distribution processes
- Help maintain consistent documentation for talent review records



# What a Strato Talent Card Can Include

Talent Cards can be configured to bring together employee profile, performance, development, succession, career, language, and other configured data in a branded, review-ready format.

**Employee Profile**

**Overall Objectives & Competency Ratings**

**Employee Engagement**

**Career Aspirations**

**Development Plan**

**Succession Nominations & Candidates**

**Work Experience**

**Talent Profile For Stephen H Gallo**

**Stephen Gallo**  
 Title: VP, Information Technology Infrastructure  
 Sector - Region: Corporate - Americas  
 Location: Lexington, SC  
 Current Role Start Date: 09-01-2014  
 Language: English  
 School-Degree: Winthrop - Masters, Coastal Carolina University - Bachelors  
 Last Hire Date: 10/05/2013

| Competency Name                    | Rating                  |
|------------------------------------|-------------------------|
| Builds Talent and Capability       | Expected Proficiency    |
| Coaches for Performance            | Strong Proficiency      |
| Creates External Awareness         | Expected Proficiency    |
| Drives Business Results            | Strong Proficiency      |
| Leads Authentically                | Exceptional Proficiency |
| Lives the Values (Core Competency) | Strong Proficiency      |
| Thinks and Acts Strategically      | Strong Proficiency      |

**Annual PMP - Overall Objective**

| Year | Rating                      |
|------|-----------------------------|
| 2015 | 4.0 - Exceeds Expectations  |
| 2014 | 4.0 - Exceeds Expectations  |
| 2010 | 4.26 - Exceeds Expectations |

**Retention Risk**  
 Retention Risk: Low  
 Impact of Loss: High  
 Strategy: Strategy

**Annual PMP - Overall Competency**

| Year | Rating                   |
|------|--------------------------|
| 2015 | 4.0 - Strong Proficiency |
| 2014 | 4.0 - Strong Proficiency |
| 2010 | 19.0 -                   |

**Geographic Mobility**  
 Willing to Relocate: Yes-With Limitations

**9 Block**

|             |           |
|-------------|-----------|
| Performance | Potential |
|-------------|-----------|

9 - Block Indicator: (High Performer)  
 Performance: (EE-SE)  
 Potential: (Growth)

**Employee Engagement**

| Year | Employee Engagement Index (EEI) Score (Direct Reports) | Employee Engagement Index (EEI) Score (Team) | Leader/Manager Effectiveness Index (LMEI) Score (Direct Reports) | Leader/Manager Effectiveness Index (LMEI) Score (Team) | PDI Index Score (Direct Reports) | PDI Index Score (Team) |
|------|--------------------------------------------------------|----------------------------------------------|------------------------------------------------------------------|--------------------------------------------------------|----------------------------------|------------------------|
| 2015 | 95%                                                    | 81%                                          | 99%                                                              | 81%                                                    | 100%                             | 81%                    |
| 2014 | 75%                                                    | 83%                                          | 86%                                                              | 81%                                                    | 90%                              | 84%                    |

**Career Aspirations**

| Level         | Function               | Subfunction                              | Timeframe | Comments                                                                                                                                                                                                                                                                                                                                                                                              | Last Modified |
|---------------|------------------------|------------------------------------------|-----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
| Senior Leader | Information Technology | Infrastructure or Application Management | 5 years   | I would like to continue to lead key initiatives and deliver solutions to the business. I enjoy process reengineering initiatives and integrating systems and processes. I like having an operational focus and being able to contribute to strategic decisions and technologies for the organization.                                                                                                |               |
| Senior Leader | Information Technology | Infrastructure Management                | 3 years   | I would like to continue to grow in my current role, leading our infrastructure teams. During this time, I think it important to define the strategies and roadmaps for the future infrastructure for the organization and develop the next group of IT leaders to achieve that strategy. I am looking forward to re-engaging with our global infrastructure teams and working on global initiatives. |               |

**Development Plan**

| Objective                                                               | Description                                                                                         | Status          | Start Date | End Date   |
|-------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|-----------------|------------|------------|
| Complete a Formal Development Discussion with my Manager                | Complete a formal development discussion with my manager to identify key focus areas of development | On Track        | 05/05/2016 | 05/31/2016 |
| Provide timely updates and communications on key project initiatives    | Provide regular project communication updates to my manager and IT/ILY members.                     | Not Yet Started | 05/02/2016 | 03/31/2017 |
| Focus on IT strategy and expand overall landscape and direction-setting | Focus on bigger picture thinking and spending time on strategic development                         | Not Yet Started | 05/02/2016 | 03/31/2017 |
| Expand disciplines of root cause analysis and error cause removal       | Improve upon RCA and ECR disciplines within enterprise service management.                          | Not Yet Started | 05/02/2016 | 03/31/2017 |

**Current Succession Nominations**

| Role                                            | Readiness | Incumbent  | Last Modified |
|-------------------------------------------------|-----------|------------|---------------|
| Vice President, Information Technology Security | Emergency | Sally Yull | 06/29/2016    |

**Succession Candidates for Current Role**

| Name            | Readiness               | Current Title                               | # of other nominations |
|-----------------|-------------------------|---------------------------------------------|------------------------|
| Jack Cord       | Ready Now (0-12 months) | Director Business Operations                | 5                      |
| Bill Jeangunal  | Ready Now (0-12 months) | Director, Global Application Support        | 5                      |
| Anthony Guenera | Near Term (1-3 years)   | Director, Infrastructure Shared Services    | 0                      |
| Tracy Byler     | Near Term (1-3 years)   | IT Business Partner                         | 5                      |
| Lemuel Carlsan  | Near Term (1-3 years)   | IT Director, PLM Applications               | 2                      |
| Darren Souler   | Near Term (1-3 years)   | Vice President, Customer Experience and IT  | 4                      |
| Doug Hamson     | Near Term (1-3 years)   | Global Director, Enterprise HR Applications | 2                      |
| Ted Franks      | Near Term (1-3 years)   | Director, Application Development           | 0                      |

**Work Experience Within Company**

| From Date  | End Date   | Title                                                         |
|------------|------------|---------------------------------------------------------------|
| 09/01/2014 |            | Vice President, Infrastructure                                |
| 01/05/2014 | 03/31/2014 | Director, Infrastructure Services and Relationship Management |
| 10/05/2013 | 12/31/2013 | Director, Service Relationship Management                     |

**Previous Employment**

| From Date  | End Date   | Company Name                  | Title                            |
|------------|------------|-------------------------------|----------------------------------|
| 11/01/2011 | 10/05/2013 | Computer Sciences Corporation | Project Management Office Leader |

**Competencies**

**Performance-Potential Matrix**

**Previous Experience**

## Talent Review Document Lifecycle

These activities are often managed across manual or disconnected processes, increasing preparation effort and reducing consistency across talent review cycles.





# Where Talent Cards Can Support HR Decisions



## Common Talent Review Scenarios

- Talent review cards
- Succession planning summaries
- High-potential employee profiles
- Leadership pipeline reviews
- Calibration meeting packs
- Internal mobility profiles
- Development planning summaries
- Executive talent briefings

## When This Becomes Relevant

- Talent review preparation is manual, time-sensitive, or inconsistent
- Employee summaries are manually prepared in PDF, PowerPoint, or review packs
- Talent data needs to be presented in a branded, repeatable format
- Leadership teams need concise employee profiles for review and decision-making
- Talent packs need to be generated across employees, regions, or business units
- Different brands, legal entities, countries, or employee populations require different Talent Card layouts

## What Strato Helps Produce

- Branded employee summaries
- Repeatable talent review packs
- Configurable Talent Card layouts
- PDF or PowerPoint outputs
- Consistent review documentation

Discover how Strato can support branded, configurable Talent Card generation for SAP SuccessFactors.

For more information, please email us at [info@stratohcm.com](mailto:info@stratohcm.com)



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