



## **TALENT MANAGEMENT**

### **Learning & Development**

Coaching  
Organization Development  
Training Programs  
Assessments  
Succession Planning

### **HR Business Partners & ER**

Organizational Design  
Workforce Planning  
Performance Management  
Employee Relations  
New Position Actions  
Management Support  
Reduction In Force  
Disciplinary Actions

### **EEO & Affirmative Action**

Grievances  
Mediation Services  
Discrimination Complaints  
Equity and Inclusion

## **CENTERS OF EXCELLENCE**

### **Talent Solutions**

Talent Acquisition  
Job Sourcing  
Offer Letters  
Compensation  
Classification Actions

### **Benefits & Retirement Services**

Benefits Plans  
Retirement Options  
Health & Wellness  
Workers' Compensation  
Family Medical Leave  
Voluntary Shared Leave  
Unemployment

### **HR Operations**

Job Change Transactions  
Leave Management  
Mobile Device Allowances  
Prior State Service  
Secondary Employment  
Student Loan Forgiveness

### **HRIS**

Data Analytics  
HRIS Reports  
Banner HR  
Production Support  
Troubleshooting  
HR Communications  
Social Media



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