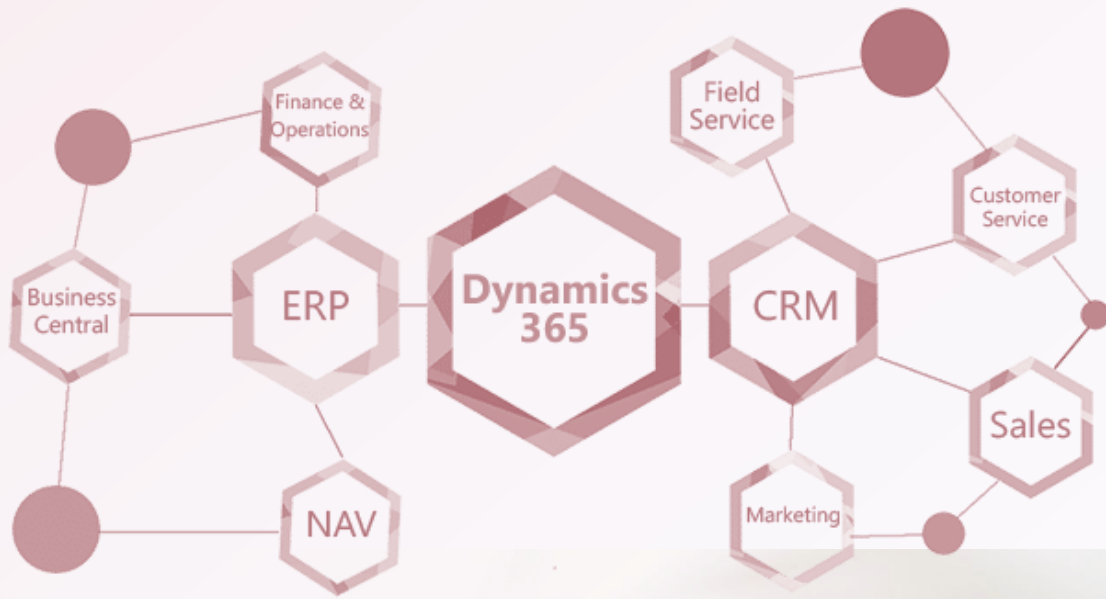


Create a workplace where people and business thrive



DYNAMICS 365 Talent

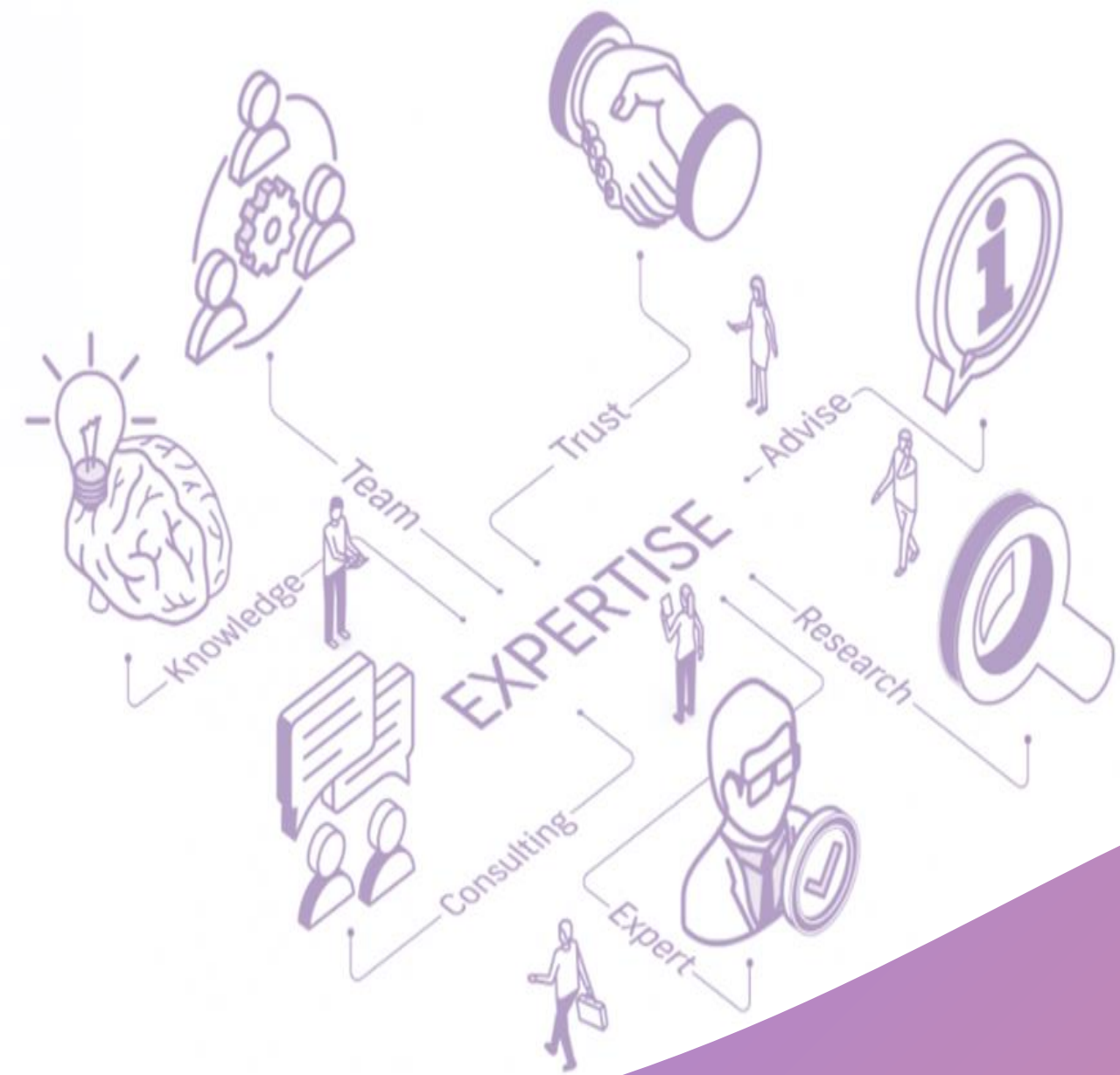
- ✓ Drive better outcomes across the business by combining the data with AI.
- ✓ Encryption, and role-based access to auditing and logging.
- ✓ Handle employee databases efficiently.
 - ✓ Engage with employees.
 - ✓ Improve results with analytics.
- ✓ Create courses for employee training
- ✓ Track employee progress and accomplishments.
 - ✓ Deliver more value in less time.
- ✓ Enable teams to accelerate results.
 - ✓ Minimize risk around compliance

Cognitive Convergence

<http://www.cognitiveconvergence.com>

+1 4242530744

shahzad@cognitiveconvergence.com



About Us

Cognitive Convergence is a subject matter expert in Dynamics 365 consulting having certified and experienced consultants which will create custom, robust, and scalable apps for different business needs in no time.

Our core Dynamics 365 Human Resources consulting are:

- ✓ Manage your end-to-end recruiting process and experience.
- ✓ Streamline your onboarding processes.
- ✓ Customize the HR solution with its intuitive interface
- ✓ Manage human capital built on Azure to provide better security, privacy, and compliance.
- ✓ Guarantee a near-peerless level of service and assistance
- ✓ Deliver quality analytics using the built-in dashboards
- ✓ Streamline hiring process
- ✓ Create courses for the learning of employees

Current Location: Lahore, Pakistan

Planned Front-end Office: California/Washington States- USA



Dynamics 365

- ✓ Understand customers and uncover potential leads
 - ✓ Stay connected to prospects
 - ✓ Build meaningful relationships
- ✓ Adapt to rapid changes while executing campaigns
- ✓ Create exceptional customer journeys with state of art custom templates for promotional emails
- ✓ Organize events for planning and managing detailed information about every concerned person.

Microsoft Dynamics 365 helps organization with their smooth digital transformation including selling journey, customers' understanding to building meaningful relationships with potential leads.

Modules of Dynamics 365

- ✓ Customer Service
- ✓ Field Service
- ✓ Finance and Operations
- ✓ Marketing
- ✓ Project Operations
- ✓ Retail
- ✓ Sales
- ✓ Human Resources
- ✓ Supply Chain Management
- ✓ Business Central
- ✓ Commerce



Human Resources

Dynamics 365 Human Resources also known as Talent is a complete solution for HR based on Microsoft Dynamics 365 Business Platform. The entire lifecycle of employees from recruiting to employee administration and employee development.

- ✓ Keeps your people engaged, growing, and driving business results.
- ✓ Helps motivate employees to proactively enrich their careers
- ✓ Guides them to complete required training
- ✓ Suggesting professional development resources to drive future success.
- ✓ Empower employees to get the information they need—on their own—through easy-to-use self-service HR tools and Microsoft Teams.
- Simplify
 - Benefits
 - Compensation
 - Leave and absence
 - Certifications
 - Training
 - Compliance programs
- ✓ Scalable HR solution that grows with you and can easily connect with existing and partner systems.
- ✓ Drive better decisions by
 - Centralizing your workforce data
 - Using embedded analytics to uncover valuable insights





Benefits

- ✓ Minimizes the risk around compliance risk by
 - Driving the right action by the right employee
 - Automating tasks that were carried out manually preciously
 - Helping the team operate in an efficient manner
- ✓ Track employee progress and accomplishments
- ✓ Manages every stage of recruitment from
 - Posting notifications of vacancies
 - Talent hunts to interviews
 - Assessments
 - Hiring, the process is seamless
- ✓ Helps make informed decisions by, optimizing workforce costs, improving planning strategy, through embedded analytics
- ✓ Intuitive and customizable that can be configured to your preferences
- ✓ It is scalable, means it grows hand in hand with your business
- ✓ Helps build cost effective programs that can be tracked and analyzed.

Employee Self Service

The **My Information** tab displays the following information for **Employee Self Service**

1. Summary

- **Work items assigned to me** displays all approvals and workflow items that are assigned to the employee. You can configure workflow items to send emails to the user.
- **Questionnaires assigned to me** display all scheduled questionnaires assigned directly to the employee or group.
- **Company directory** lets employees look up information related to individuals in the organization. Public contact information is available to all employees. The company directory is restricted to the company that the employee has signed into.
- **Team calendar** shows your team's calendar information.



Employee Self Service

2. My career information

- ✓ The **My career information** section of Employee self service displays tiles related to Leave and Absence, Performance Management, Competencies, Benefits, Tasks, and Attachments.
- ✓ The **Time Off Balances** tile displays the balances for any enrolled plans. This tile forecasts your balance based on your accrual method. You can enter and submit time off requests, which will then go through an approval workflow process.
- ✓ The **Tasks** tile displays tasks that are assigned to you and lets you view and manage them.
- ✓ The **Next Registered Course** displays the next course you're registered for. You can view and register for any open courses.
- ✓ All courses that are open for sign-up have a status of Started and allow employees to self-register appear.
- ✓ Depending on your organization's settings, your course registration might go through an approval process.
- ✓ The **Certificates** tile displays the certificate and expiration date of the certificate expiring closest to the current date.
- ✓ You can update, add, or remove certificates. Depending on your organization's settings, certificate updates might go through an approval process.





- ✓ The **Next Scheduled Review** displays your next performance review. You can start a new review from this tile.
- ✓ Your manager or HR representative can also initiate reviews. Depending on your organization's settings, you might also be able to view, update, and submit exit reviews.
- ✓ You can manage your goals with **Performance Goals**. This tile displays the number of goals you have in each status (**Not started, On track, and Needs improvement**).
- ✓ You can create, update, and remove goals, depending on your assigned role-based security.

- ✓ If you want, you can add new goals from groups or templates. Managers and HR can also create goals on behalf of employees and determine how detailed each goal will be.
- ✓ Managers and employees can collaborate on goals and update activities, measurements, and status. You can also include attachments.
- ✓ You can view your existing skills on the Total Skills tile. You can update skills, add new ones, or remove any that are no longer relevant.
- ✓ Depending on your organization's settings, changes to your skills might go through an approval process.

- ✓ You can view your current compensation on Compensation.
Select Show to view your annual pay and last increase amount.
- ✓ If you're employed in more than one company, each annual amount is displayed.
- ✓ To view your detailed compensation history, select the Annual salary amount to open the Fixed and variable compensation history page.
- ✓ Future compensation doesn't display in this page. If you have more than one employment, you can switch between companies within this page to view your compensation history without logging into each company.
- ✓ View and manage documents with the Attachments tile. You can manage all External attachments.
- ✓ Both HR and employees can add attachments through Employee self service or the Worker page. Attachments are set to External by default.





The My team tab displays the following information

1. Summary

You can configure the following tiles:

- ✓ Pending time off requests for my team
- ✓ Team skills assessment
- ✓ Skill gap analysis
- ✓ Team performance journals
- ✓ Team performance goals
- ✓ Team performance reviews

2. My team information

- ✓ The Summary tab provides a quick view of your direct reports.
- ✓ If a direct report also has workers reporting to them, the card displays the number of direct reports in the upper section, along with a View team button.
- ✓ Options above each tile apply to the selected employee.
- ✓ For example, if you want to enter a leave request on behalf of an employee, you select the employee and then choose Request time off.

If you select the Details button after selecting an employee, the following options display:

- ✓ Certificates
- ✓ Compensation
- ✓ Courses
- ✓ Reviews
- ✓ Time off
- ✓ Loaned items
- ✓ Performance goals
- ✓ Registered courses
- ✓ Skills
- ✓ Send feedback

The Position tab provides a summary view of employees in their primary position. Name, tile, and department displays in the heading area of each tile. This tile includes:

- ✓ Seniority date - Displayed from the worker summary section of the Worker page.
- ✓ Years of service - Calculated based on the employee's employment start date.
- ✓ Number of previous positions - Based on position history, selecting this number opens the detailed view of all previously held positions.
- ✓ Birth date - The month and day of the employee's birth date.



The Compensation tab displays the employee's annual salary. A company identifier displays under the salary amount.

- ✓ If an employee has more than one employment and is getting paid from multiple legal entities, the employee will have multiple compensation plans.
- ✓ The Leave and absence tab displays the top balances for employees that have activity.
- ✓ To act or view a full list of activities, select Details, and then select Time off.
- ✓ On the Time off page, you can view balances, requests, approved time off, and forecast balances to help employees better manage time.
- ✓ The Performance goals tab summarizes performance goals by status. Select a number for a status or select performance goals from the Details to see all goals for an employee.
- ✓ Managers and employees can update goals as needed over the duration of the goal.
- ✓ The Reviews tab summarizes the reviews the employee has in each state: In progress, Ready for review, and Final review.
- ✓ To access an employee's review, select the Details button and then select reviews to collaborate on.

My information

My team

My team information

Summary

Position

Compensation

Leave and absence

Performance goals

Reviews



DIRECT REPORTS: 5

Benjamin Martin

Marketing Manager

Sales & Marketing

Annual salary

68,310.00

Last increase amount

3,160.00

Last increase percent

4.85

 View team

...



DIRECT REPORTS: 4

Chris Ashton

Sales Manager

Sales & Marketing

Annual salary

84,300.00

Last increase amount

2,300.00

Last increase percent

2.80



DIRECT REPORTS: 4

Kevin Cook

Sales Manager

Sales & Marketing

Annual salary

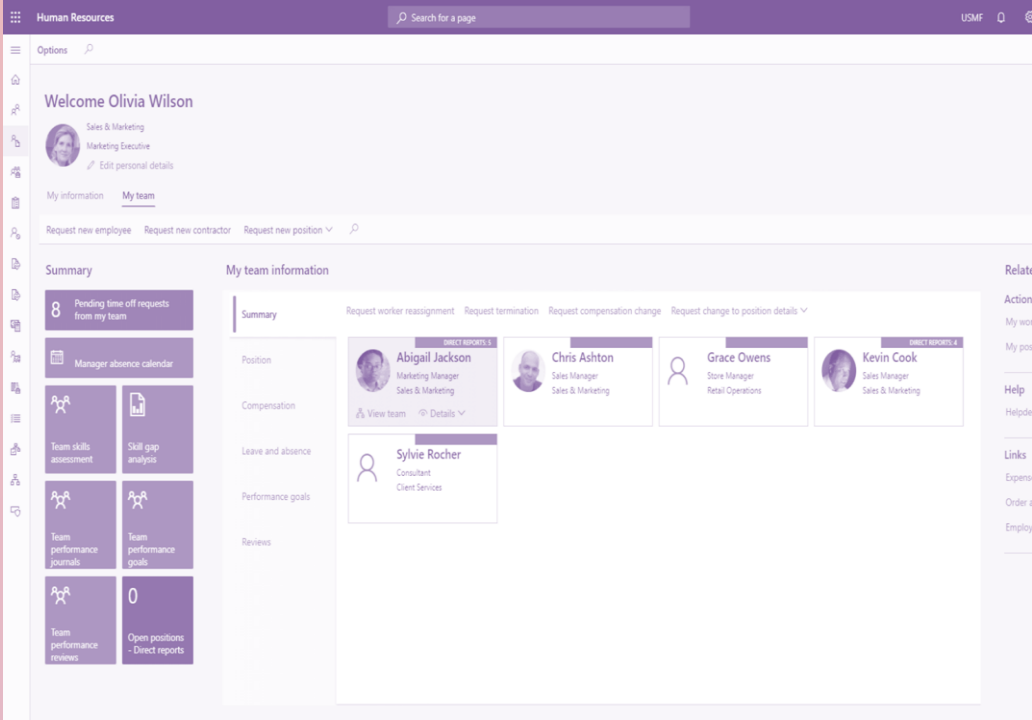
94,815.00

Last increase amount

4,515.00

Last increase percent

5.00



Personnel Management

The Personnel management workspace includes a vast amount of content.

It contains

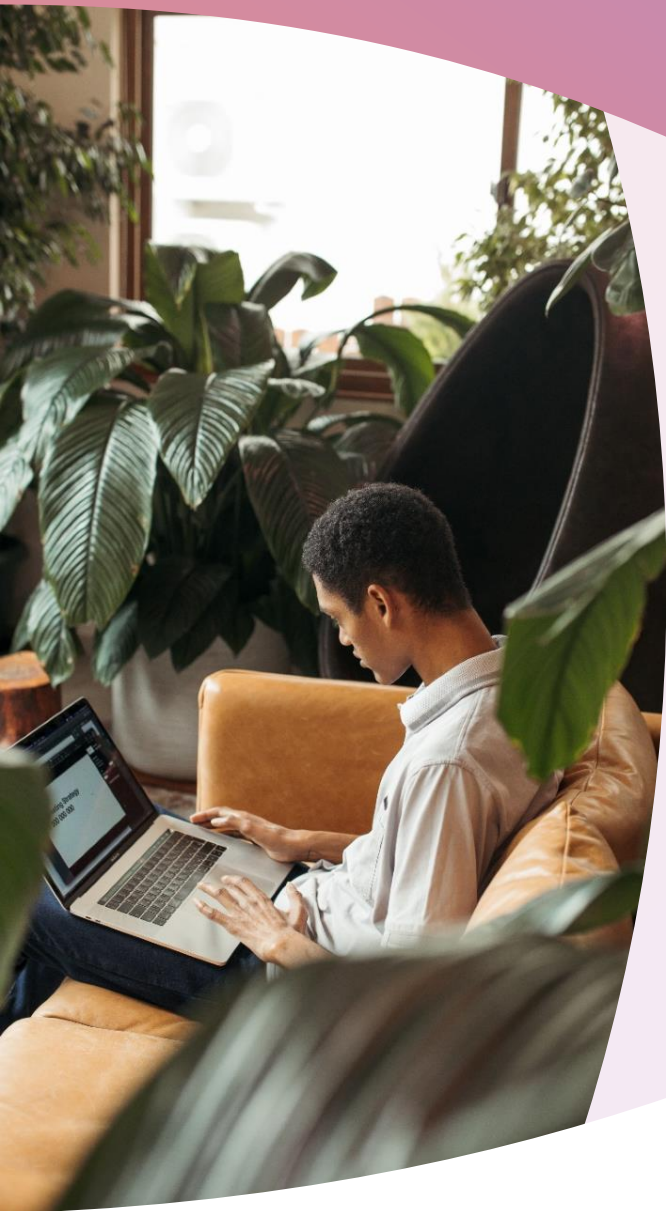
- ✓ Personnel movements
- ✓ Tracks employee changes
 - ✓ Open positions
 - ✓ Address changes
 - ✓ Expiring records
 - ✓ Analytics
- ✓ Links to specific information.

Activity tab

The Activity tab contains sections that group workers based on their stage in the employment process:

- ✓ Candidates to hire
- ✓ Starting soon
- ✓ Recent files
- ✓ Exiting
- ✓ Exited





Candidates to hire:

This section of the workspace is filled in from multiple sources:

- ✓ An Open Data Protocol (OData) Entity
- ✓ LinkedIn integration
- ✓ Data that is manually entered in the product

When candidates appear in the Candidates to hire section, you can perform the following actions by selecting the ellipsis on the candidate card:

- ✓ Dismiss candidate
- ✓ Do not hire
- ✓ Hire

Starting soon

The Starting soon section lists workers who have a start date in the future. The list is sorted by start date. The start date that is closest to today's data is listed first.

When workers appear in the Starting soon section, the following actions are available for them:

- ✓ Assign position
- ✓ Verify employment
- ✓ Assign fixed compensation
- ✓ Assign variable compensation
- ✓ View in Hierarchy
- ✓ Apply checklist**

** This action is the default action. It appears as a button on the card.





Recent hires

The Recent hires section lists workers who have a start date in the recent past. The list is sorted by start date. The start date that is closest to today's date is listed first.

When workers appear in the Recent hires section, the following actions are available for them:

- ✓ Assign position
- ✓ Verify employment
- ✓ Fixed compensation
- ✓ Assign variable compensation
- ✓ View in Hierarchy
- ✓ Apply checklist**

** This action is the default action. It appears as a button on the card.

Exiting

The Exiting section lists workers who have a termination date in the future. The list is sorted by termination date. The termination date that is closest to today's date is listed first.

When workers appear in the Exiting section, the following actions are available for them:

- ✓ Apply checklist**
- ✓ Verify employment
- ✓ View in Hierarchy

** This action is the default action. It appears as a button on the card.

Open Positions tab

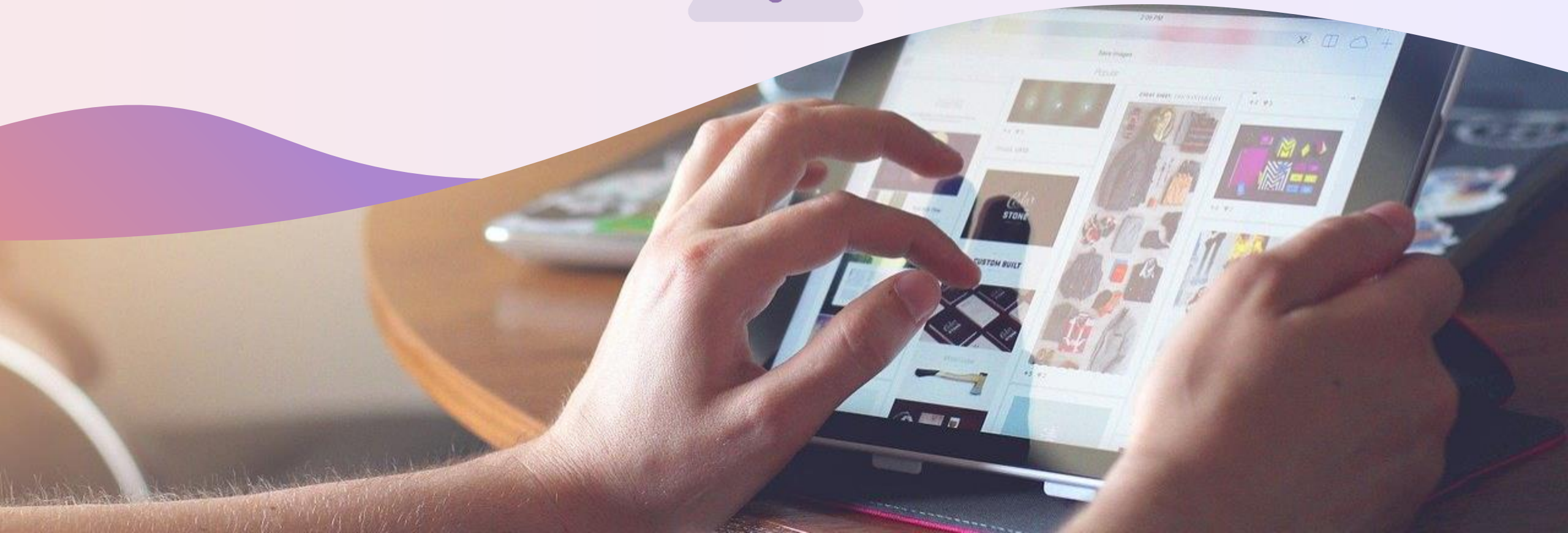
- ✓ The Open Positions tab lists all open positions
- ✓ To appear in the list positions must have an
 - Activation date of today or earlier
 - Must not have a current worker assignment



Expiring Records tab

The Expiring records tab lists all items that have expired or will expire for the workers in the company that the user is signed in to. The following items appear in the list:

- ✓ Certificates
- ✓ Identification
- ✓ Probations
- ✓ Screenings
- ✓ Tests





Task Management

- ✓ **Starting Soon** – contains information about all the tasks scheduled to start. It contains a list of Tasks, person the task is Assigned To, Due Date and current Status of the task.
- ✓ **Recent Hires** – contains the same data as the starting soon tab, but the tasks in this tab are the ones assigned to recently hired employees.
- ✓ **My Tasks** – contains all the tasks that are assigned to the current user
- ✓ **Overdue Tasks** – contains all the tasks whose due date is violated.
- ✓ **All Tasks** – contains all the tasks irrespective of the current user. Also tells what the task is Regarding to.



Leave and absence

Dynamics 365 Human Resources helps you provide:

- ✓ Great leave benefits to your workers.
- ✓ The Leave and absence workspace provides a flexible framework for creating new leave plans.
- ✓ It also provides
 - Workflows for managing requests
 - An intuitive self-service page for employees to request time off.
- ✓ Analytics help your organization measure and monitor leave balances and usage for your leave plans.
- ✓ It has following default Leave types
 - Adoption leave
 - Bereavement
 - FMLA
 - Paid leave
 - Parental leave
 - PTO
 - Sick leave
 - Vacation

Benefits

Benefits management in Microsoft Dynamics 365 Human Resources provides a flexible solution that supports a wide variety of benefit options. Human Resources also includes an easy-to-use employee experience that showcases your offerings.

“Enhanced benefits plans let you create and manage unique benefit plans and support complex benefit rate tables and nested tiers.”

“You can easily create benefit programs, bundles, and auto-enrollment rules for an easier employee experience.”

“Online benefits enrollment provides an easy experience for your employees.”



“Flex credit programs let you prorate to support retirement and other life events.”

“Extensive eligibility rules ensure you make the right benefits available to the right employees.”

“Qualified life event processing supports future life events.”



Compensation Management

Compensation management is used to control the delivery of base pay and awards. An employee's fixed base pay, and merit increases are controlled through fixed compensation plans. The payment of incentive pays, such as bonus payments, performance awards, stock options, and grants, and also one-time awards, are controlled through variable compensation plans.

An employee must meet the following requirements to be eligible for enrollment in a compensation plan:

- ✓ The employee must have an active position assignment.
- ✓ The employee must meet the criteria that are defined by eligibility rules for a compensation plan.

Fixed compensation plans

Fixed compensation refers to an employee's regular gross salary or wages.

- ✓ Fixed compensation amounts can be calculated for your employees.
- ✓ The calculations can be made based on factors such as
 - ✓ Performance
 - ✓ Region
 - ✓ Budget increases
- ✓ Dynamics 365 Human Resources supports the following compensation types
 - Step
 - Grade
 - Band



Variable compensation Plans

Variable compensation makes up an employee's irregular pay, such as bonuses or stock awards.

- ✓ The calculation of variable compensation amounts for your employees can be based on several factors.
- ✓ The factors can be
 - The employee's performance
 - The employee's compensation level
 - The department's performance



Learning

Human resources administrators and managers can use the courses features to maintain information about the training that's offered to workers.

It has

- ✓ **Multiple analytical** reports based on organizations data to see real time insights
- ✓ The **Learning Overview** tab shows a dashboard that contains information about
 - Courses offered
 - Courses
 - Courses per instructor
 - Number of instructors
 - Attendance

- ✓ The **Registration Analysis** tab shows
 - Registration and status based on courses
 - Attendee status
 - Other related details
- ✓ The **Instructor Analysis** shows
 - Courses by instructor
 - Ratio of courses to instructors
 - Number of instructors and other related information





Business Processes

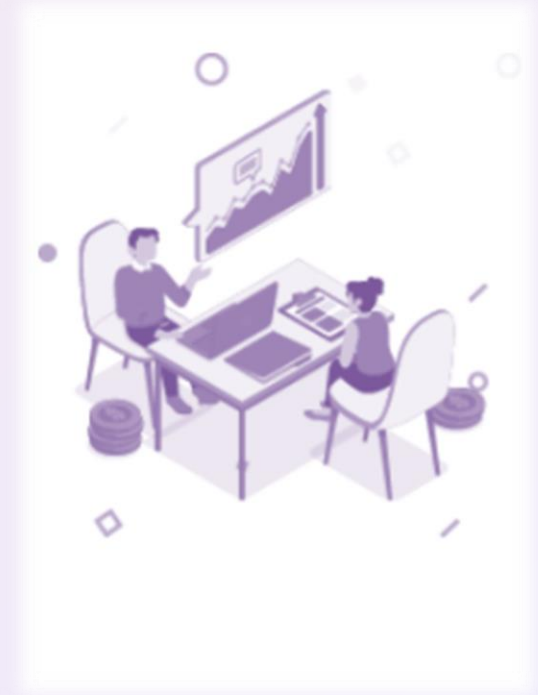
The Business process feature lets you create a business process template for business processes that must be completed in your organization.

- ✓ Business processes can be started and tracked in the Business process workspace.
- ✓ The Tasks tab contains information about all the business processes, tasks for current user, all tasks, and overdue tasks.
- ✓ The My Tasks shows information about all the tasks assigned to the current user.
- ✓ The due date, description, status etc. are also available in this view.
- ✓ The All Tasks shows the same information but irrespective of the user logged in
- ✓ The Overdue Tasks shows information about all the tasks that haven't met their due date.

Dynamics 365 Talent - Development Services

1. Dynamics 365 Talent Consulting/Customization

- ✓ Extensively result-driven services help businesses transform various business operations.
- ✓ Assist clients with Dynamics 365 implementation
- ✓ Successfully maintain quality customer services, enhance customer acquisition, conversion, and retention.
- ✓ Customize the applications to deliver the best solutions
- ✓ Help different organizations to transform the business by earning profit and reducing costs.
- ✓ Offer customization such as adding new fields, custom workflows, data collection and data processing.
- ✓ Create and customization of schema features, metadata, business logic, design user-friendly dashboards, forms and views, notification templates, and optimization.

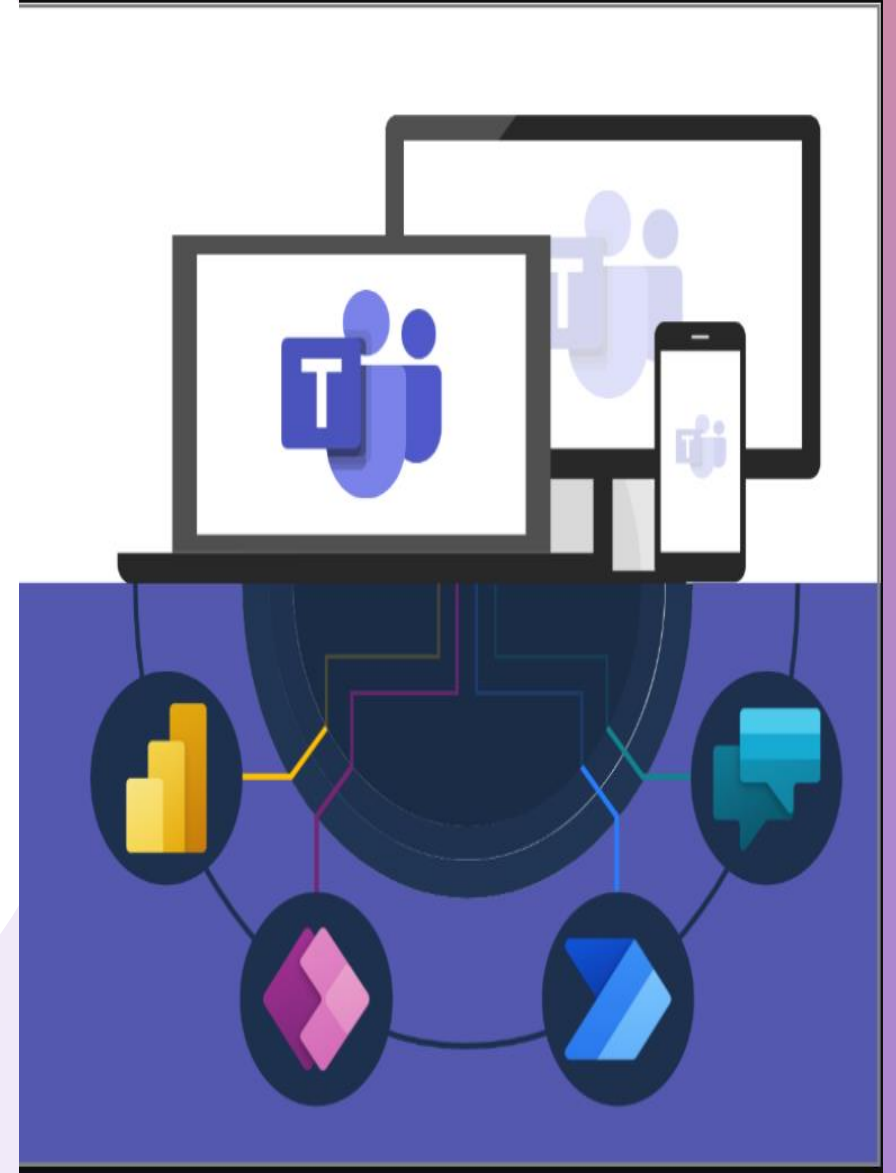


Dynamics 365 Talent - Development Services

2. Dynamics 365 Talent – Power Platform Development

For each module Dynamics 365, we offer:

- ✓ Custom solution development via Power Apps, process automation/workflow management
- ✓ Turn ideas into organizational solutions by enabling everyone to build custom apps that solve business challenges by using Power Apps (Canvas & Model-Driven).
- ✓ Boost business productivity to get more done by giving everyone the ability to automate organizational processes by using Power Automate
- ✓ Dashboard-graphs implementation via Power BI & Make informed, confident business decisions by putting data-driven insights into everyone's hands.
- ✓ Easily build chatbots to engage conversationally with your customers and employees by developing intelligent chatbots via Power Virtual Agents.



Dynamics 365 Talent - Development Services

3. Dynamics 365 Talent Mobility Solutions

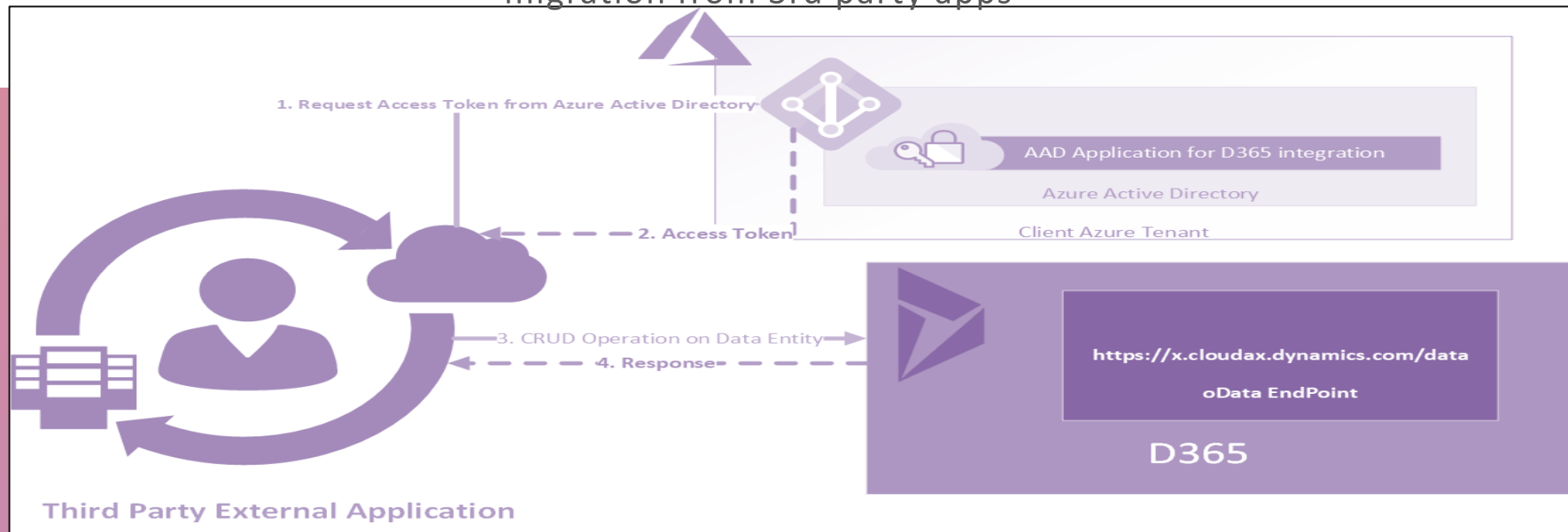
- ✓ Custom development for almost every type of computer device.
- ✓ Advanced structural development service for different kinds of devices like:
 - Dynamics 365 for phones
 - Dynamics 365 for tablets
- ✓ Adopt Native App Development Approach for different devices
- ✓ Choose modern Front-end frameworks to make the solution compatible with every device operating with any modern operating system.



Dynamics 365 Talent - Development Services

4. Dynamics 365 Talent Custom Integration

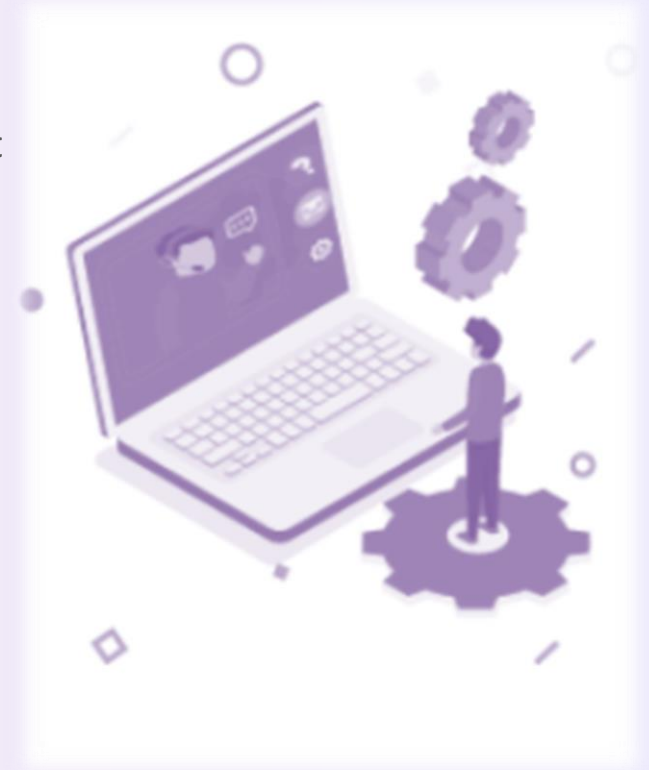
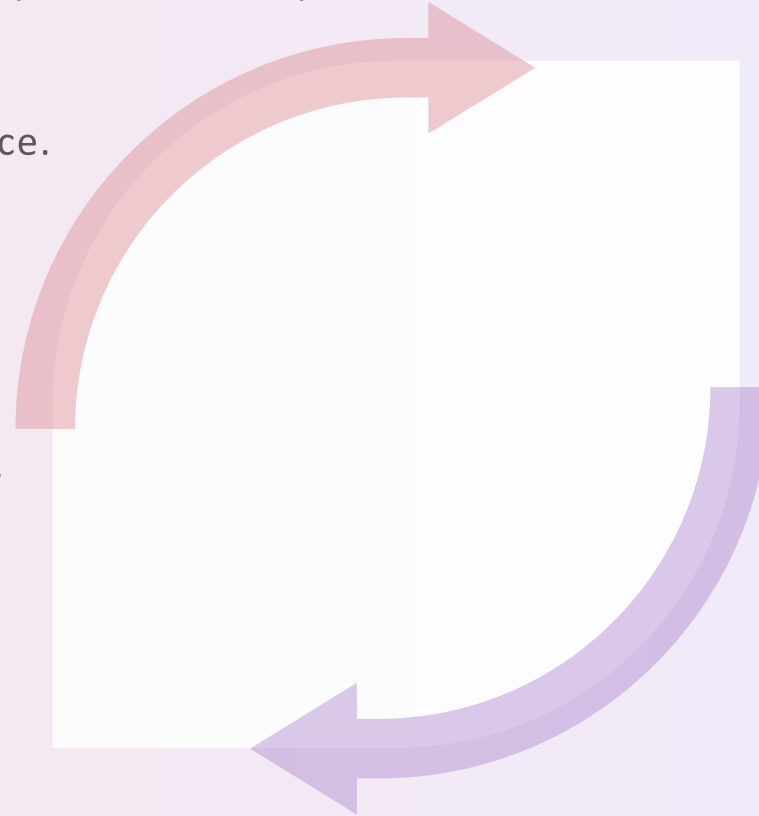
- ✓ Helped several organizations to migrate data from a particular CRM solution to Dynamics 365 CRM in a cost-effective manner.
- ✓ Incorporate the best practices and methodologies to map and move data from target CRM to Dynamics 365.
- ✓ Integrates Dynamics 365 with third-party applications and ERP systems to fulfill the rising demands of businesses.
- ✓ Streamline business analysis and integration for data syncing & data migration from 3rd party apps



Dynamics 365 Talent - Development Services

5. Dynamics 365 Talent Support

- ✓ Technical, functional as well as production support for the implementation of Microsoft Dynamics 365 CRM.
- ✓ Post-implementation support service assistance.
- ✓ Assist clients in solving arising or reoccurring issues to ensure the smooth operation of the app.
- ✓ Great ROI – with Microsoft Dynamics support, 2managed services offerings represent a significant saving.
- ✓ In-depth assistance and consultancy across all CRM related requirements



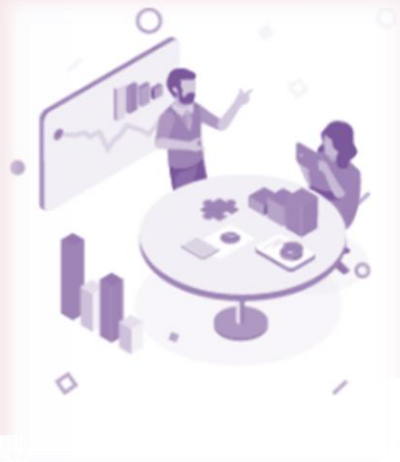
Dynamics 365 Talent - Development Services

6. Dynamics 365 Talent User Training

- ✓ Highly experienced in designing, developing, and delivering custom-made, client-branded, collaborative learning solutions for any Dynamics 365.
- ✓ Develop training programs for users of any module of Dynamics 365 that reflect their way of working, incorporating the individual business processes and workflows for each role group.

Training services include:

- ✓ Training needs analysis (TNA)
- ✓ Rapid Scope – scoping your D365 training requirements
- ✓ Development of bespoke deliverables including reference guides, quick cards, trainer packs, and three different eLearning options
- ✓ Assistance with Skill the Trainer and Go-Live Support
- ✓ Delivery in the form of classroom, presentation, eLearning, and various online solutions
- ✓ Localization and translation services for global D365 rollouts



01

03

02

05

04

Dynamics 365 Talent - Development Services

7. PowerApps Component Framework –PCF for Dynamics 365 Talent

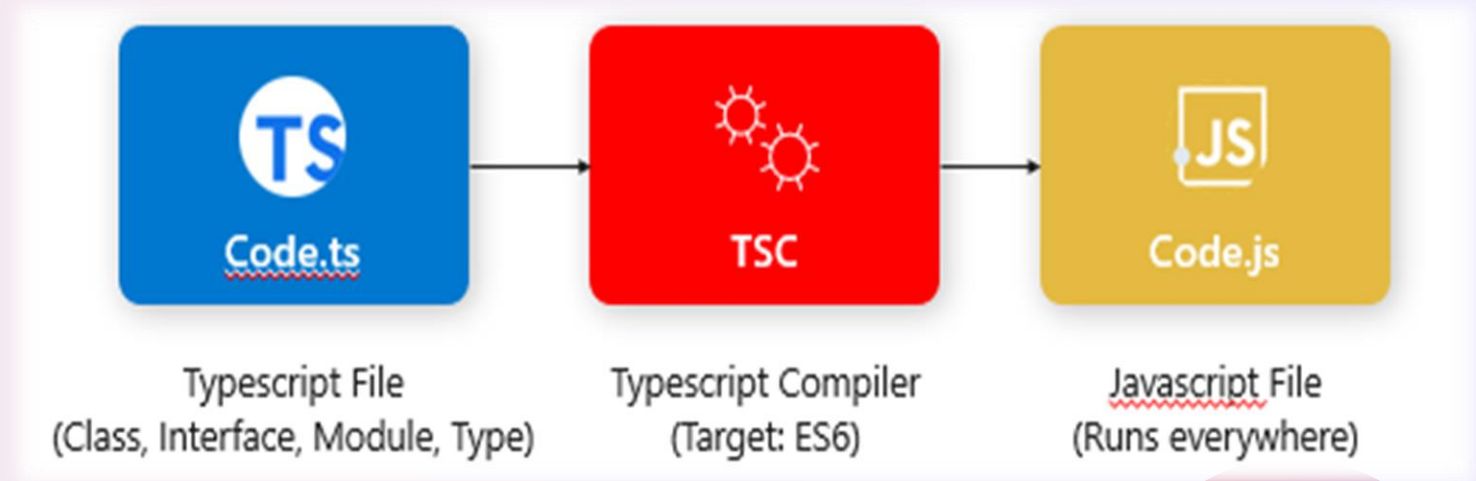
- ✓ Enhanced user experience for the users to work with data on forms, views, and dashboards
- ✓ Create code components that can be used across the full breadth of Power Apps capabilities
 - ✓ Utilize the reusability of the code components
- ✓ Reuse these components many times across different tables
- ✓ Forms which provide support of modern web practices.
 - ✓ Reusability, Access to a rich set of framework APIs that expose capabilities like:



Dynamics 365 Talent - Development Services

8. Open Source - TypeScript Based Development for Dynamics 365 Talent

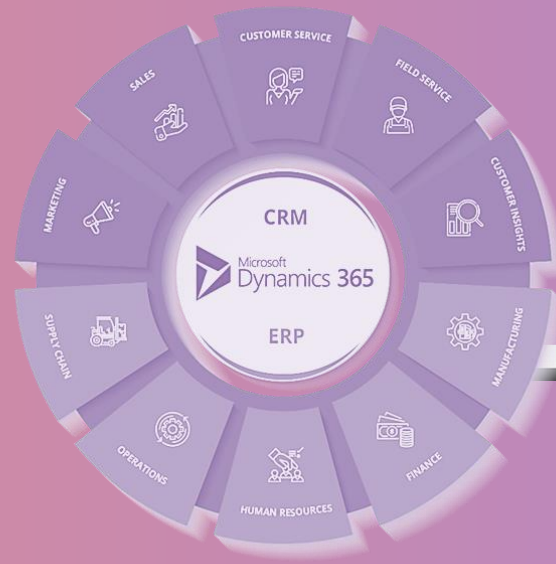
- ✓ We provide the services of the execution of the custom functionality for each module of Dynamics 365
- ✓ Using TypeScript to streamline the custom business requirements of the clients
- ✓ Supported by the dynamics by default but provide a way of extension.
- ✓ While the execution of the TypeScript code, entities and form attributes are accessed, and actions can be performed:
 - Form context
 - XRM Web API
 - Support of support HTML
 - CSS
 - JavaScript and TypeScript
 - React.js
 - Angular.js
 - Vue.JS
 - Ember.JS
 - Backbone.js



Contact us

Dynamics 365 Talent Consulting Services of Cognitive Convergence offers strategic opportunities to clients, investors, and partners that is:

- ✓ Unique and industry defining
- ✓ Mutual interest centric business approach
- ✓ Significantly enhance company's footprint
- ✓ Turn grow revenues by entering new and exciting Technology Domains, App development ideas, Solution Development, and Joint venture projects
- ✓ 1st mover advantage with
 - Talent: 100%
 - Timing: 100%
 - Technology: 100%
 - Technique: 100%



THANK YOU

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For questions or queries, contact us, we will be sure to get back to you as soon as possible.