

PeopleFluent Talent Management

26.07 Release Notes

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New to PeopleFluent Talent Management

PeopleFluent is pleased to announce the PeopleFluent Talent Management 26.07 update. PeopleFluent Talent Management 26.07 is released for general availability on July 2026.

This documentation describes the functionality changes in PeopleFluent Talent Management 26.07, including new and updated features. If you have any questions about the enhancements or the new features, please contact your PeopleFluent representative.

Resolved Issues

PeopleFluent Talent Management 26.07 includes a number of bug-fixes and you are encouraged to review them in the Resolved Issues Report.

Document Information

This section lists any changes or updates that occur following initial publication.

Revision Information	
Revision Date:	July 07, 2026
Revised Document Version Number:	1.0
Details of Revision:	Initial publication

New Reward Cycle Security Option

By default, any user authorized to manage and administer a reward cycle type, such as salary reward cycles or bonus reward cycles, can view all configured reward cycles of that type. To allow for better data privacy, we have added the ability to limit reward cycle access. Cycle administrators can now designate specific individuals for a reward cycle, ensuring sensitive data is only accessible to relevant stakeholders.

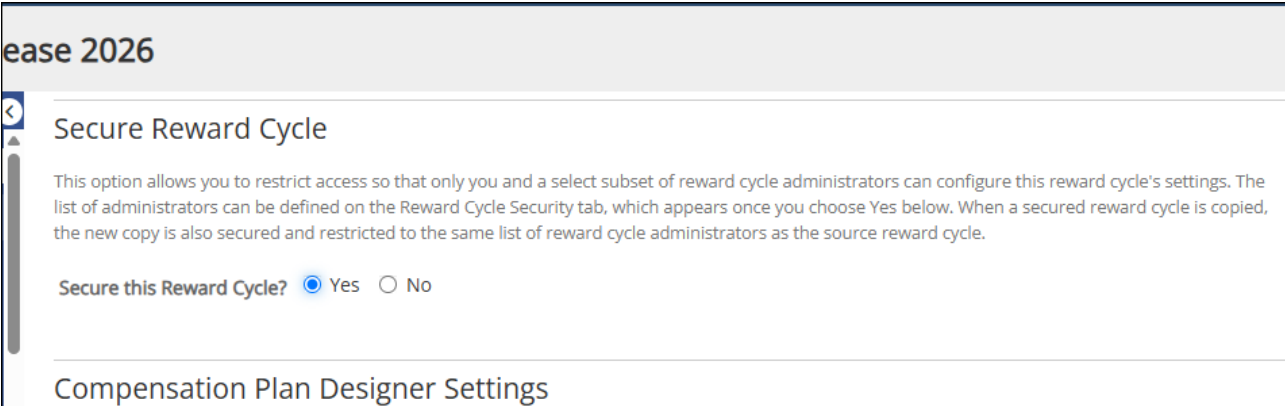
 Focus Area(s): Compensation, Reward Cycles

 Activation: ON by default but must be configured per reward cycle

 New Permissions: No new permissions related to this feature

Configure the Reward Cycle

1. In the appropriate reward cycle, access the **Basics** tab.
2. Locate the **Secure Reward Cycle** section. In the **Secure this Reward Cycle?** field, select **Yes**.
3. Click **Save**.



ease 2026

Secure Reward Cycle

This option allows you to restrict access so that only you and a select subset of reward cycle administrators can configure this reward cycle's settings. The list of administrators can be defined on the Reward Cycle Security tab, which appears once you choose Yes below. When a secured reward cycle is copied, the new copy is also secured and restricted to the same list of reward cycle administrators as the source reward cycle.

Secure this Reward Cycle? Yes No

Compensation Plan Designer Settings

4. The **Reward Cycle Security** tab becomes available in the left menu.
5. To select a user, click the **Add** button. Locate and select the appropriate users and click **OK**. **Note that this does NOT override security role permissions; selected reward cycle administrators must still be assigned the appropriate role to manage the reward cycle type.**
6. Click **Save**.

Reward Cycle - Multi-Increase 2026

Worksheet Design

- Basics
- Options
- Reward Cycle Security
- Workflow Process
- Settings
- Row Level Formulas

Add Salary Reward Cycle Administrators

Select the users who will be allowed to access and modify the configuration pages for this null re permissions; selected reward cycle administrators must still be assigned the appropriate role (e., cycles.




Reward Cycle Administrators	Delete
Gary Adams	
James Adamson	

[Add](#)

If you copy a reward cycle, it will retain the Secure Reward Cycle setting. Be sure to update the setting in the new reward cycle, if necessary.

New Role: Compensation Reward Cycle Administrator

In release 26.07, we are introducing the **Compensation Reward Cycle Administrator** role to improve security control over Compensation reward cycles. The new role allows users to configure all aspects of a reward cycle, but only see employee data for organizations/ participants with which they are directly associated.

-  Focus Area(s): Compensation, Reward Cycles
-  Activation: ON by default
-  New Permissions: No new permissions related to this feature


Impact

When the role is assigned to a user, the user will be able to view and configure all reward cycles, but will only be able to see data for which they are a stakeholder. It will limit data in areas such as the Worksheet Participants grid in reward cycle configuration, the Planning Participant grid in compensation plan set up, Compensation Worksheet reports (under ad hoc reporting) and other areas where employee data is displayed.

Data Processing Scripts for Adding and Deleting Process Hierarchies

In release 26.07, we have added the ability to upload and delete process hierarchies in the application using data processing scripts.

 Focus Area(s): Talent Management General, Process Hierarchies

 Activation: ON by default

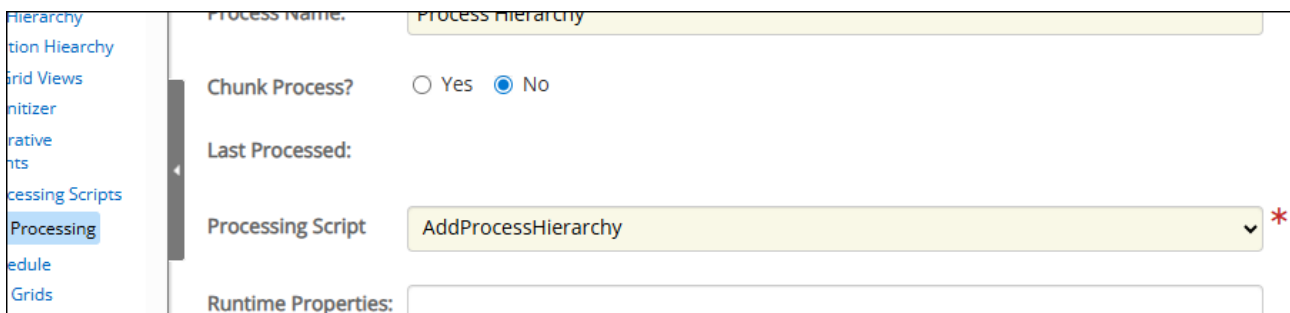
 New Permissions: No new permissions related to this feature

Script Availability and Locations

Two new data processing scripts are available; **AddProcessHierarchy** and **DeleteProcessHierarchy**. Script locations include:

- **Administration Home > Performance Administration > Data Setup > Data Processing Scripts**
- **Administration Home > Compensation Administration > Data Setup > Data Processing Scripts**
- **Administration Home > Succession Planning Administration > Data Setup > Data Processing Scripts**
- **Administration Home > Site Configuration > Data Tools > Data Processing Scripts**

These scripts are can be selected when creating a data file processing job in Performance Administration, Compensation Administration, Succession Planning Administration and Site Configuration Data Tools.



The screenshot shows a configuration form for a data processing script. The 'Process Name' field is filled with 'Process Hierarchy'. Below it, the 'Chunk Process?' section has two radio buttons: 'Yes' and 'No', with 'No' selected. The 'Last Processed' field is empty. The 'Processing Script' dropdown menu is set to 'AddProcessHierarchy'. The 'Runtime Properties' field is empty.

Validation

It is important to note that the process hierarchy data is not validated upon loading. The data will be loaded as long as there are no script errors. Once you have uploaded the hierarchy via the script, you will need to run it through the normal validation process.

Include Talent Assessment Section on Bulk Evaluation Forms

Talent assessments allow you to rate employees on their overall talent status based on key metrics. Previously, if a performance plan was configured to include talent assessment as an evaluation point, a manager could only rate employees individually from the manager evaluation form. Now, a **Talent Assessment** section can be added to bulk evaluation form, allowing managers to rate multiple employees in bulk without having to access individual forms.

This update applies to both annual and interim bulk evaluation forms.

 Focus Area(s): Performance, Performance Plans, Bulk Evaluations

 Activation: ON by default but must be configured in a performance plan

 New Permissions: No new permissions related to this feature.

Add the Talent Assessment Section to the Bulk Evaluation Form

1. Open the appropriate performance plan. **Note:** The plan must be configured to allow bulk evaluations and use Talent Assessments as an evaluation point.
2. In the left menu, click **Bulk Evaluation Form** (or **Interim Bulk Evaluation Form** if appropriate) in the **Final Evaluation Form Configuration** section in the left menu.
3. Click the **Actions** menu and select **Configure form sections**.
4. Click the **Talent Assessment** checkbox. Configure additional options, such as sort order, expanded by default, etc.
5. Click **Save**. The section is added to the form layout.
6. Only specific fields display by default but there are many additional fields that can be included in the section. Click the section's **Actions** menu to make changes and updates to the fields and section layout. Be sure to save any changes.

Plan - Annual Performance Appraisal

Section: Talent Assessment
Actions ▾

SHARED SECTION Section ID: 57C150A04FDB41C498EBFEE89CAD81D2
Changes made to this shared section will affect all associated forms and plans.

▾ Talent Assessment

Configure Columns

Person Name	Potential	Potential Comments	Flight Risk	Flight Risk Comments	Status	Status Comments	Loss Impact	Loss Impact Comments	Promotability	Pr Co
⚡	⚡	⚡	⚡	⚡	⚡	⚡	⚡	⚡	⚡	⚡

There are no items to display.

View Audit Trails
Copy This Plan
Cancel
Save

Once you complete these steps, the **Talent Assessment** section is available on the bulk evaluation form. If the manager evaluation form is configured to include a **Talent Assessment** section, managers can still fill out the fields there. Any information entered in the manager evaluation form will be displayed in the bulk evaluation form and vice versa, provided the field exists in both section layouts.

Open Competencies and Goals to Public Feedback


In release 26.07, we are introducing a new system setting that grants any user providing feedback to another employee access to that employee's goals and competency details. By default, this information is restricted to managers.

 Focus Area(s): Performance, Feedback

 Activation: OFF by default but can be enabled by an administrator

 New Permissions: No new permissions related to this feature

Activate the Feature

1. Go to **Administration Home > Site Administration > Data Setup > System Settings**.
2. Locate the **Exclude RLS for Feedback** setting.
3. Click the edit  icon.
4. Click the **True** radio button.
5. Click Save.

Impact


When the feature is active:

- Any user will be able to select and view the employee's goals when providing feedback.
- Each selected competency will contain a **View Details** link, allowing any user to view the competency details when providing feedback.

The Talent Management Virtual Assistant

In release 26.07, we are introducing an AI-powered Talent Management Virtual Assistant. The tool is designed to help users to quickly get information and guidance using natural language processing. It features a flexible user interface and memory capabilities to allow for continuous and contextual conversations, which are secure and completely internal.

The Virtual Assistant utilizes your organization's Talent Management documentation as the basis for content. These documents are loaded in the system and analyzed by the chatbot engine to answer your questions and requests.

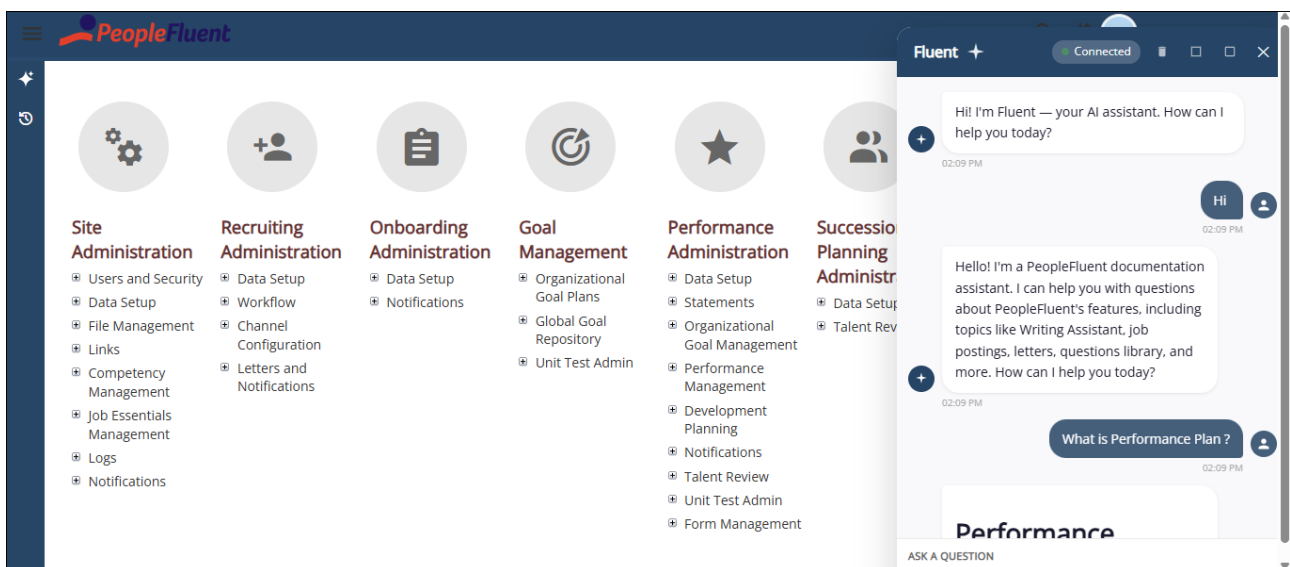
 Focus Area(s): Talent Management General

 Activation: Please contact PeopleFluent to have the Virtual Assistant enabled

 New Permissions: No new permissions related to this feature

What Can the Virtual Assistant Do?

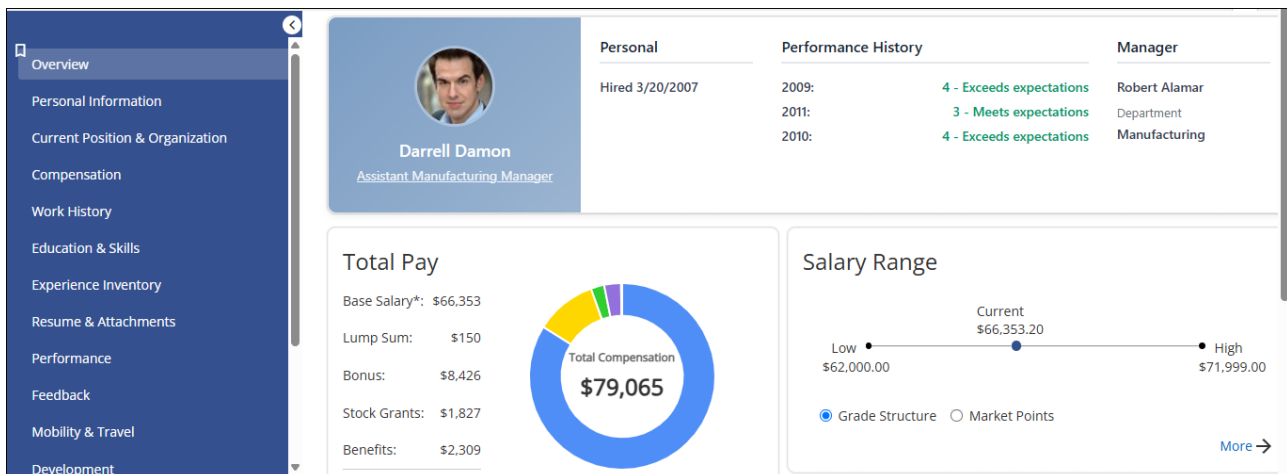
- **Answer Talent Management questions directly** - You can simply ask questions, reducing the need to read through policy manuals, system manuals, HR handbooks, etc.
- **Understand meaning, not just key words** - The Virtual Assistant understands your intent and finds the right answer without simply doing a key word search.
- **Remember conversations** - Users can ask follow-up questions and the Virtual Assistant remembers your conversations and answers in context.



Talent Profile Summary Page

The new Talent Profile Summary page centralizes key employee information by bringing together data from various other tabs in the Talent Profile into a single, unified view. Administrators can customize this presentation by selecting one of five layout options and including specific content widgets, such as Compensation, Feedback, and 1:1 Conversations, into the page sections. Additionally, customized widgets can be formatted and included in the layout, allowing you to tailor the tab to your organization's specific needs.

The summary is located on the **Overview** tab in the Talent Profile (once enabled).



🎯 Focus Area(s): Talent Management General, Talent Profile

⚡ Activation: Available by default but must be activated in Design Mode

🔑 New Permissions: No new permissions related to this feature

⚡ Activate the Overview Tab in Design Mode

1. Navigate to the main menu and click **Turn Design Mode On**.
2. Staying in the main menu, click **Talent Profile**.
3. Click the lightning icon ⚡ for the Overview tab and select **Set Visibility**.
4. Select an option in the **Default Visibility** field.
5. If necessary, override the default visibility for specific static roles, dynamic roles or security groups.
6. Click **Save**.

Configure the Talent Profile Overview Tab

You can configure the layout of the Overview tab and select from the available widgets to display the overview information. Go to **Administration Home > Site Administration > Data Setup > Talent Profile Overview Administration**.

Choose the Layout

First, select the layout of the Overview tab. There are five options available.


1. Click the **Select a Layout** button.
2. Click the radio button for the appropriate option.
3. Click **Save**.

Select the Widgets

Next, select the widgets that contain the content you would like displayed on the page. The following options are available:

- **Talent Profile Summary** - A configurable widget that allows you to choose the displayed fields. You can include multiple instances of this widget in the layout. See **Configure the Talent Profile Summary Widget** below for information about setting up this widget.
- **My Compensation Statement** - Displays the employee's compensation statements.
- **1:1 Conversations** - Displays 1:1 conversation details for the employee.
- **Feedback** - Displays the feedback received for the employee.
- **Development Activities** - Displays the employee's development activities.
- **Total Pay** - Displays the total pay information for the employee.
- **Salary Range** - Displays the salary grade range/market data range and where the employee falls in the range.

The available widgets are displayed above the layout. To choose a widget, simply click on it and drag it to the appropriate section of the layout. Multiple widgets can be placed in each section.

Click the widget's edit  icon to manage the widget title. Here, you can also enter the title in multiple languages.

Configure the Talent Profile Summary Widget


You can configure the Talent Profile Summary widget. You can choose specific fields to display in the widget and manage the look and feel.

There are several fields available for the Talent Profile Summary widget out of the box. You can edit the field names and also add new fields. See **Add and Edit Talent Profile Overview Fields** below for additional information.

1. Click the **Insert Field** button.
2. Browse the available fields or use the filters to locate the appropriate field.
3. Select the field name.
4. Click **OK**.
5. Repeat steps 1-4 to include additional fields.
6. Use the editing functions to manage how the fields are ordered, as well as the general look and feel of the widget, including layout, font and other configuration options.
7. Click **Save**.

Add or Edit Talent Profile Overview Fields

You can add fields to be included in the Talent Profile Summary widget.

1. Go to **Administration Home > Site Administration > Data Setup > Talent Profile Overview Fields**.
 - To edit an existing field, locate the field in the list and click the edit icon .
 - To add a new field, click the **Add** button.
2. Enter or update the values in the fields:
 - **Name** - Enter or edit the field name. This is the value that will display with the field in the widget.
 - **Description (optional)** - Enter a description for the field. Click the Change Translations (globe) icon to enter a translation for the field description.
 - **OGNL String** - Enter the OGNL string that references the field.
3. Click **Save**.

Recently Viewed Pages

As part of an ongoing effort to improve and streamline navigation, we are now providing the ability for administrators to quickly access their five most recently-viewed pages within a session.

🎯 Focus Area(s): Talent Management General, Navigation

⚡ Activation: ON by default but requires you to have at least one screen bookmarked

🔑 New Permissions: No new permissions related to this feature

Additional Feature Information

- In order to access your recently viewed pages, you must have at least one administration main menu item bookmarked (thereby activating the required navigation menu).
- Click the recently viewed pages icon and the up to five of your most recently accessed are displayed. Click on a screen name to open it.



- Recently-viewed pages are tracked per session. The site does not keep the history once you log out from a session.
- Only main screens are tracked. Pop-up modals, for example, are not tracked for recently-viewed navigation.

Manager Email Column Available in Grid Reports

A manager email column is now available for **My Team** grid reports and select employee-focused **Performance** and **Goals** grid reports. This column can be added to include the manager's business email for each employee in the report.







 Focus Area(s): Talent Management General, Reporting

 Activation: ON by default but the field must be added to the grid report

 New Permissions: No new permissions related to this feature.




Adding the Manager Field to a Report

1. Access the appropriate grid report and select **Set Columns**.
2. Scroll or search the available columns and select **Manager Business Email**.
3. Move the field to the selected columns.
4. Click **Save**.

Education History - By Employee								
Select View Show Filters Set Columns Save View Reports Charts Layout T								
<input type="checkbox"/>	Name	↑	Manager	Manager Business Email	School Name	School Type	Degree	Maj
<input type="checkbox"/>	 [Redacted]		 R [Redacted] ar	ro [Redacted] m	State University of New York College at Brockport	University	MS	Mul Stra Plan
<input type="checkbox"/>	 D [Redacted] on		 R [Redacted] r	ro [Redacted] n	The King's College, New York City, NY	College	BS	Mul Stra Plan

Japanese Language Support

As of release 26.07, PeopleFluent Talent Management supports Japanese for both Application Language and Content Language.

-  Focus Area(s): Talent Management General, Localization
-  Activation: ON by default
-  New Permissions: No new permissions related to this feature

Set the Language to Japanese

1. Go to **My Account > Preferences and Settings**.
2. Select **Japanese** in the **Application Language** field, **Content Language** field, or both.

Data Feeds and APIs

This section describes changes made to data feeds and APIs. For more information on data feeds and flat files, refer to the PeopleFluent Talent Management 26.07 Control Data Guide and the PeopleFluent Talent Management 26.07 Data Mapping Guide.

Changes to Existing Data Feeds and APIs

There are no changes to the PeopleFluent Talent Management API, which remains at v1.36.230700 in this update.

Data Feeds and APIs

There are no changes to existing data feeds or APIs in this update.

New Data Feeds and APIs

This update does not include any new data feeds or APIs.

Additional Documentation Resources

The following additional documentation resources are available:

Documentation	Description
Hardware and Software System Requirements	Available on Customer Community. Provides information on workstation requirements, recommended and supported browsers, and supporting third-party applications.
Online Help	Available in the Talent Management application. Provides help content for administrators and end users.
Resolved Issues	Available on Customer Community. Provides information about resolved issues addressed in this update.
Training Manuals and eLearning Modules	Please contact your PeopleFluent representative to schedule training.

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