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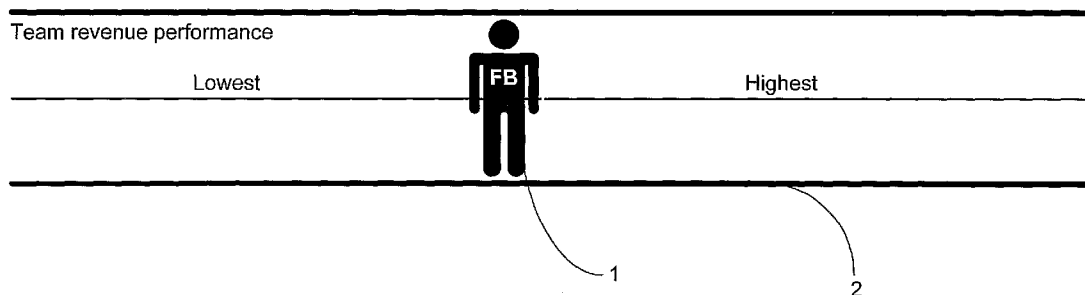
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For two-letter codes and other abbreviations, refer to the "Guidance Notes on Codes and Abbreviations" appearing at the beginning of each regular issue of the PCT Gazette.

(54) Title: A METHOD, SYSTEM AND SOFTWARE FOR TALENT MANAGEMENT



(57) Abstract: A method of managing talent including the steps of a user dragging an icon representing an individual within a continuum of one or more dimensions to record the value of one or more attributes of the individual; and refining the position of the icon within the continuum with reference to an objective standard; wherein each dimension corresponds to an attribute.



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## INTERNATIONAL SEARCH REPORT

International application No.

PCT/NZ2006/000328

## A. CLASSIFICATION OF SUBJECT MATTER

Int. Cl.

**G06Q 10/00** (2006.01)

According to International Patent Classification (IPC) or to both national classification and IPC

## B. FIELDS SEARCHED

Minimum documentation searched (classification system followed by classification symbols)

Documentation searched other than minimum documentation to the extent that such documents are included in the fields searched

Electronic data base consulted during the international search (name of data base and, where practicable, search terms used)

DWPI and Google with keywords HUMAN RESOURCE? OR HR and EMPLOYEE OR PERSONNEL and TALENT OR ABILIT+ and SCORE OR VALUE OR MEASURE? OR INDEX OR INDICATOR and GRAPH and PERSON+ 3D PERFORM+

## C. DOCUMENTS CONSIDERED TO BE RELEVANT

| Category* | Citation of document, with indication, where appropriate, of the relevant passages  | Relevant to claim No. |
|-----------|---|-----------------------|
| X         | US 2004/0012588 A1 (LULIS) 22 January 2004<br>See whole document  | 1 - 27                |
| Y         | US 2005/0232055 A1 (COUCKUYT et al) 20 October 2005<br>See whole document<br>When combined with US 2004/0012588               | 20, 21                |
| Y         | US 6119097 A (IBARRA) 12 September 2000<br>See whole document<br>When combined with either US 2004/0012588 or US 2005/0232055 | 20, 21                |



Further documents are listed in the continuation of Box C



See patent family annex

\* Special categories of cited documents:

"A" document defining the general state of the art which is not considered to be of particular relevance

"T"

later document published after the international filing date or priority date and not in conflict with the application but cited to understand the principle or theory underlying the invention

"E" earlier application or patent but published on or after the international filing date

"X"

document of particular relevance; the claimed invention cannot be considered novel or cannot be considered to involve an inventive step when the document is taken alone

"L" document which may throw doubts on priority claim(s) or which is cited to establish the publication date of another citation or other special reason (as specified)

"Y"

document of particular relevance; the claimed invention cannot be considered to involve an inventive step when the document is combined with one or more other such documents, such combination being obvious to a person skilled in the art

"O" document referring to an oral disclosure, use, exhibition or other means

"&amp;"

document member of the same patent family

"P" document published prior to the international filing date but later than the priority date claimed

Date of the actual completion of the international search

30 April 2007

Date of mailing of the international search report 1 MAY 2007

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**Box No. II Observations where certain claims were found unsearchable (Continuation of item 2 of first sheet)**

This international search report has not been established in respect of certain claims under Article 17(2)(a) for the following reasons:

1. ☐ Claims Nos.:  
because they relate to subject matter not required to be searched by this Authority, namely:
  
2. ☐ Claims Nos.:  
because they relate to parts of the international application that do not comply with the prescribed requirements to such an extent that no meaningful international search can be carried out, specifically:
  
3. ☐ Claims Nos.:  
because they are dependent claims and are not drafted in accordance with the second and third sentences of Rule 6.4(a)

**Box No. III Observations where unity of invention is lacking (Continuation of item 3 of first sheet)**

This International Searching Authority found multiple inventions in this international application, as follows:

See supplementary page.

1. ☐ As all required additional search fees were timely paid by the applicant, this international search report covers all searchable claims.
2. ☒ As all searchable claims could be searched without effort justifying additional fees, this Authority did not invite payment of additional fees.
3. ☐ As only some of the required additional search fees were timely paid by the applicant, this international search report covers only those claims for which fees were paid, specifically claims Nos.:
  
4. ☐ No required additional search fees were timely paid by the applicant. Consequently, this international search report is restricted to the invention first mentioned in the claims; it is covered by claims Nos.:

**Remark on Protest**

- ☐ The additional search fees were accompanied by the applicant's protest and, where applicable, the payment of a protest fee.
- ☐ The additional search fees were accompanied by the applicant's protest but the applicable protest fee was not paid within the time limit specified in the invitation.
- ☐ No protest accompanied the payment of additional search fees.

**Supplemental Box**

(To be used when the space in any of Boxes I to VIII is not sufficient)

**Continuation of Box No: III**

The international application does not comply with the requirements of unity of invention because it does not relate to one invention or to a group of inventions so linked as to form a single general inventive concept. In coming to this conclusion the International Searching Authority has found that there are three inventions:

1. Claims 1 – 19 and 22 – 27 directed to a talent management system which provides a graphical user interface to manipulate data on one or more dimensions. It is considered that the dragging of an icon within a continuum of one or more dimensions comprises a first "special technical feature".
2. Claims 20 – 21 directed to a talent management system which displays data in different shading of colours. The representation of data by different shading of colour is considered to comprise a second separate "special technical feature".

Since the abovementioned groups of claims do not share either of the technical features identified, a "technical relationship" between the inventions, as defined in PCT rule 13.2 does not exist. Accordingly the international application does not relate to one invention or to a single inventive concept.

**INTERNATIONAL SEARCH REPORT**

Information on patent family members

International application No.

**PCT/NZ2006/000328**

This Annex lists the known "A" publication level patent family members relating to the patent documents cited in the above-mentioned international search report. The Australian Patent Office is in no way liable for these particulars which are merely given for the purpose of information.

| Patent Document Cited in<br>Search Report   |            | Patent Family Member |               |
|---|------------|----------------------|---------------|
| US  | 2004012588 |                      |               |
| US  | 2005232055 | US 6906717           | US 2002118192 |
| US  | 6119097    |                      |               |
| Due to data integration issues this family listing may not include 10 digit Australian applications filed since May 2001. |            |                      |               |
| END OF ANNEX  |            |                      |               |