

# Talent Academy - a talent management toolkit to implement your Academy

Corporate Universities or Academies are increasingly common in large companies and the challenge is to find the most effective content and structure is real. The implementation of Academies often includes a jumbled assortment of psychometric, ability and personality tests which often misses the opportunities for collaborative learning, feedback and wider career development and planning tools. Talent Academy gives you the relevant information brought together.

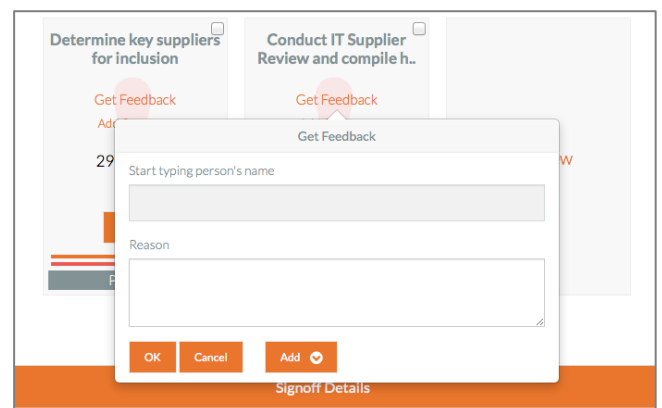
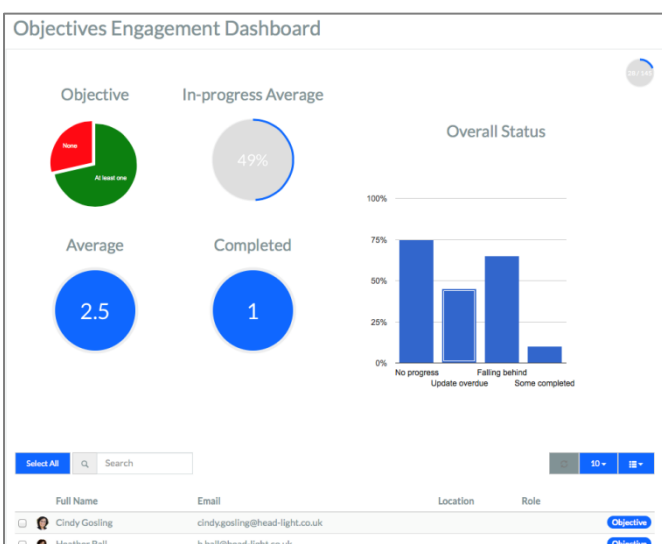
## Academies: the factors of success

Academies fulfil a strategic role in the retention, development and productivity of human capital. They provide integrated career development programmes, on-boarding programmes, and a wide variety of 'talent-driven learning programmes' to fill gaps in the leadership pipeline, build up an under-developed workforce, and engage and nurture the 'talent consumer.'

Those Academies that are successful add value to their organisations and integrate different talent management activities such as individual and organisational learning, collaboration, and performance. They operate strategically and in close connection with the organisation's objectives – and provide online access to tools and networks away from the classroom.

But this needs hard data and metrics. You need to be able to spot those with potential objectively – and you need to be able to check on progress and engagement with the process.

Talent Academy can help.



## Continual development, monitoring and feedback throughout the Academy

From experience, we know the core elements of a successful Academy include:

- **Personal Development Planning** – helps individuals to identify, understand, implement, monitor and 'own' their development activities.
- **360 degree feedback** – provides a benchmark for assessment and tracking development.
- **Career Pathways & Ladders** – enables your people to their career progress through your organisation, supporting their aspirations and giving you more realistic succession plans.
- **Succession Management** – delivers a strategic 'line of sight' of those featured in your succession plans, flags plans which are in danger of failing to deliver, and provides a rounded view of capability.
- **Skills Auditing** – presents a skills/qualifications summary – and flags where skills are to be acquired.
- **Engagement** – offers the individual suggestions about developing their own engagement and that of their team.
- **Focused 'Social' Collaboration & Recognition** – develops a feedback-friendly culture.

*“There’s a clever part of the Head Light system which allows us to identify specific areas which indicate high potential: we’d not seen that before in other systems and it’s proved highly valuable to us.” British Transport Police*

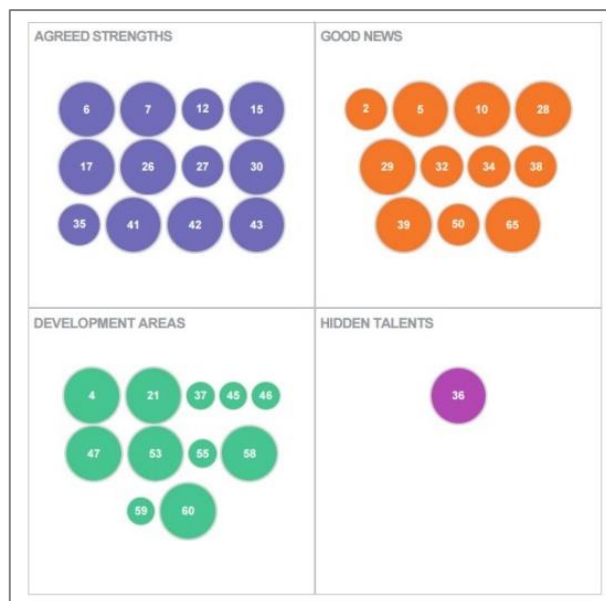
### Talent Academy – a toolkit for your academy

Talent Academy makes use of Talent Cloud®: an online, award-winning, fully flexible and modular talent management suite.

It acts like a hub, enabling you to pick and choose, and bolt together the talent activities you wish to use in your Academy, tailoring and customising it to suit the needs of your programme.

We couple this software with our ability and expertise to deliver:

- Coaching Skills diagnostics and training – with proprietary questionnaires, our business psychologists work with your managers to understand their current coaching capability and to then extend this through classroom training.
- Talent Management Skills training for managers – upsills your managers and trains them in the core elements of talent management.
- High potential assessment design and development – enables you to identify those with high potential to succeed.



### Analytics, Benchmarking, Risk Assessments, Uncovering Hidden Opportunities and Trends

The core Analytics engine of the Talent Cloud® system provides an easy to use library of tools and reports to give you real-time summaries and detail. This is valuable for monitoring or reporting – saving time and resource and giving flexibility to how you look at results.

As an example, the objective engagement tool will show in an instant the extent to which people are engaged with the objectives they have been set – and the progress towards these.

### Talent Cloud®. Breakthrough software. Raise expectations.

Talent Cloud® is our Talent Management software, delivered to you from our proven, scalable, reliable and secure SaaS (Software as a Service) infrastructure. We protect and encrypt your data to keep it safe, apply upgrades and new releases, provide training, and support you with a full proactive and responsive Help Desk – providing you with a money-back Service Level Guarantee. Available either on a Pay-As-You-Go or Subscription basis, it provides you with the flexibility you need. This means lower cost of ownership, faster initial deployment, more frequent upgrades, and no technical headaches – and you can start with just one module and add further modules as and when you need them.