

# Talent Advance® - accelerated people development

Talent Advance® is a powerful online personal development and action planning tool, customisable by you, for your organisation

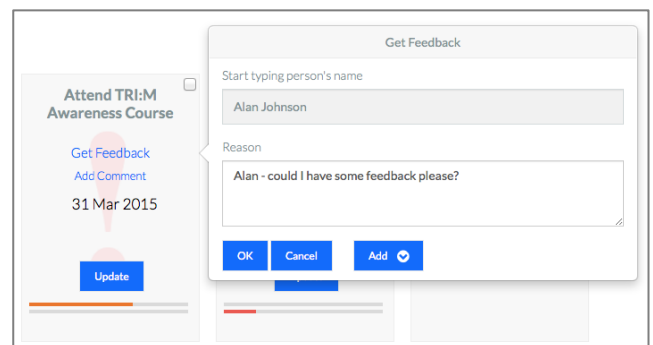
Talent Advance® offers valuable support for personal development planning and goal management following a 360 review or performance appraisal. Its collaborative environment allows the setting and recording of progress against development and performance goals, thereby promoting individual ownership and accountability.

## Planning for action

To map and manage the development signposted in a performance appraisal or 360 degree feedback review, a reliable and robust planning tool is essential.

By using Talent Advance® you can:

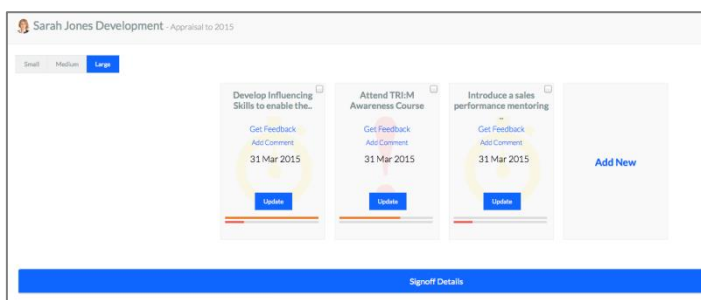
- Include automatically, potential development goals that are relevant to a user based on their recent assessment when used with the other modules in the Talent Cloud® portfolio.
- Create standard development goals as well as letting users create their own.
- Appoint a coach or the user's manager and then provide them access to review their coachee's development plan, check on progress, make updates and collaborate.
- Use development planning for career progression, succession planning and performance improvement by intergrating with the other Talent tools, Talent Navigator®, Talent Successor® and Talent Performance®.



## A personal development tool – for the individual

Talent Advance® is based on the premise that the individual is responsible for his or her development and aligns completely with the recognition of a more employee-focused talent approach and the rise of the talent consumer. It lets users:

- Create and manage their own development goals.
- Adapt their plan and to create and manage private goals – in line with internationally recognised coaching ethics.
- Access an action planning tool, designed by coaches, mentors and those skilled in developing others, making sure it is relevant and valuable.
- Get feedback from others on the progress of a specific goal at any time.



*“Our people need to acquire the behaviours, skills and competencies to deliver our vision. To help in this, we knew we had to work with a great supplier – and we chose to work with Head Light.” British Transport Police*

### Simple and easy to use to encourage ownership

Ownership and accountability can only be achieved when the user is able to access a plan easily and when needed.

With this in mind, Talent Advance®:

- Offers mobile capability so that reviews can be completed and managed easily.
- Provides easy access to current development goals with clear progress indicators.
- Creates instantly a PDF document of the current development plan.
- Automatically 'digitally signs' and time-stamps all entries so progress is recorded accurately.
- Offers a single Talent Management Portal so users can access assessment and development resources whenever they need to.

### Monitor and keep development on track

The Talent Advance® system gives you the tools to check on progress and keep development plans on track.

It offers:

- Process tracking through automatic and manual reminders.
- Goal tracking through management dashboards and tools to monitor development progress.
- External or remote managers and coaches access to plans and progress against plan.

Thinking	Delivering	Interacting	Learning
Level 2-Intermediate:	Level 3-Competent:	Level 2-Intermediate:	Level 3-Competent:
Decision Making	Customer Focus	Influencing Others	Developing Self
Strategic Judgement	Achieving Results	Leading People	Level 2-Intermediate:
Creative Capacity	Level 2-Intermediate:	Level 1-Basic:	Drive and Motivation
	Driving Quality	Supporting Colleagues	Managing Change

14 Jan @ 14:46  
Sarah Jones: New Telesales script created and approved for use by team. Next step is to conduct parallel test

14 Jan @ 14:46  
Sarah Jones: Meet with Telemarketing about a new campaign in the North

14 Jan @ 14:47  
Sarah Jones: Parallel test works as expected

14 Jan @ 14:47  
Sarah Jones: Will update Management Matrix with new responsibilities after conducting research with senior sales

14 Jan @ 15:03  
Sue Thomas: Marked as Approved.

Write a comment  
1000 characters remaining

### 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 such as Talent 360®, and add further modules as and when you need them.