

# Talent Navigator® - set a course for a more successful career

Talent Navigator® enables organisations to provide an interactive career development process to their employees

With Talent Navigator®, employees can create meaningful career paths based on their aspirations, interests and strengths. This then provides the key input to actionable career conversations with their manager to help engage them in their future in your organisation.

Talent Navigator® goes further than creating career path options as it then provides employees with the ability to review any skill gaps they have and to identify relevant learning experiences to help them prepare for their next role.

This systematic approach to career development provides a framework to help employees map multiple career path scenarios, review role competencies and assess next steps.

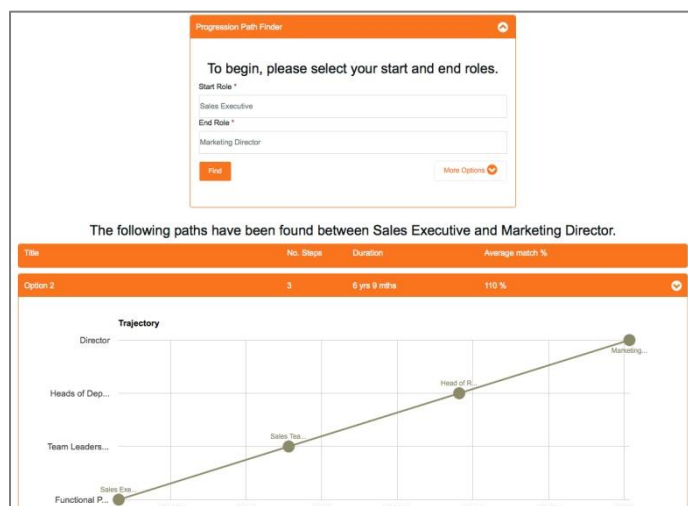
This transformational approach puts your employees in control of their destiny and accountable for their own development.

## Supporting organisations of today

In organisations that are flatter, more fluid and diverse, the traditional approach of 'vertical' moves is fast becoming out dated.

Talent Navigator® opens up multiple and often unseen career growth opportunities to help your organisation develop retain and promote its entire staff for the future.

When used in a single function (e.g. Sales), Talent Navigator can provide the basis for an Academy to develop higher performance within that function.



## Key Benefits of Talent Navigator®

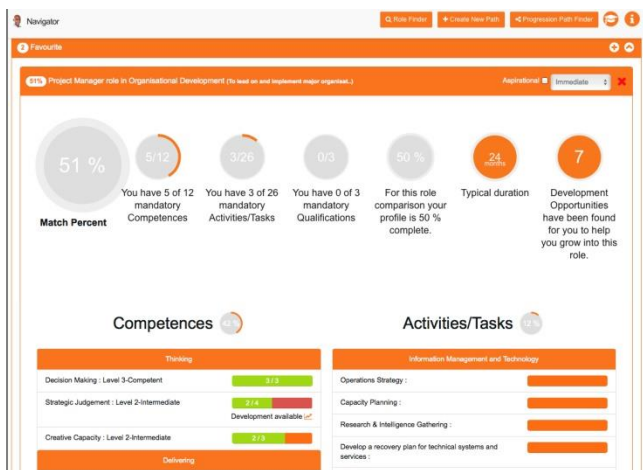
- Enhanced Internal Mobility
- Broader skill sets, experiences and perspectives
- Greater cross divisional and functional working
- More focussed development planning and career conversations
- Greater accountability with the employee and 'line' with less reliance on HR
- Deeper 'pools' of labour for Succession Planning
- Enhanced employee engagement and retention

*“Head Light offered something quite different right from the start and stood out from the competition.” Ramsay Health Care*

## Straightforward and easy to use

Whilst Talent Navigator® is a sophisticated career planning tool for individuals, it is straightforward to use and quick to understand.

- The end user can create and save multiple career paths – either by building a path role by role or by generating potential maps based on the organisation’s paths already in place.
- Talent Navigator is highly interactive so that users can try out different potential career paths and see how their skills will develop, their subsequent impact and the timescale to achieve – in confidence.
- Pre-made – and customisable – role profiles mean that you and your users can be up and running with Talent Navigator® quickly.
- Every user has an ‘About Me’ tab that contains their up-to-date Skills Profile.
- Path Finder and Path Builder tools are easy to use and allow your users to explore new career paths, assess how long they might take to progress and determine what they would need to do to be a potential candidate for promotion.



## Why Talent Navigator®

- Encourages employees to take responsibility for their own career planning and thereby reduces the demands made on HR or the line manager.
- Fully customisable to your organisation’s frameworks and role profiles giving real relevance.
- ‘What-if’ scenarios can be created with users’ careers careers in a safe, confidential environment.
- The at-a-glance dashboard shows key talent management information such as highlighting those those with essential skills for future roles, current levels of career engagement, major skills gaps, and the ‘most in demand’ development options.
- When used with another Talent Cloud® module, Talent Safeguard®, Talent Navigator® can identify competence gaps that would be of concern when used in a regulatory environment.
- When used alongside Talent Successor® and your succession planning activities, Talent Navigator® can uncover hidden talents and aspirations to increase retention, mobility and engagement.

## 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 Navigator®, and add further modules as and when you need them.

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