

Talent Advance - accelerated people development

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

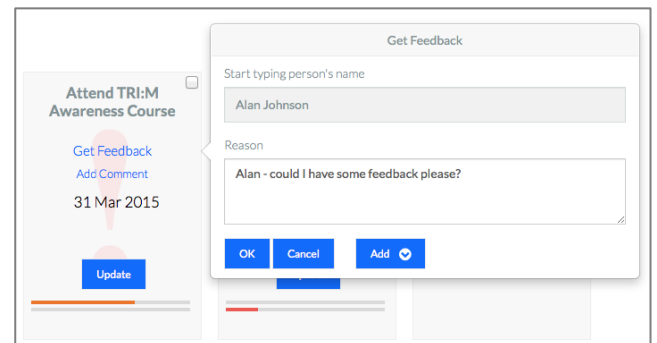
Talent Advance offers valuable support for personal development planning and goal management following a 360 review or performance appraisal. Its collaborative environment allows the setting and recording of progress against development and performance goals, thereby promoting individual ownership and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

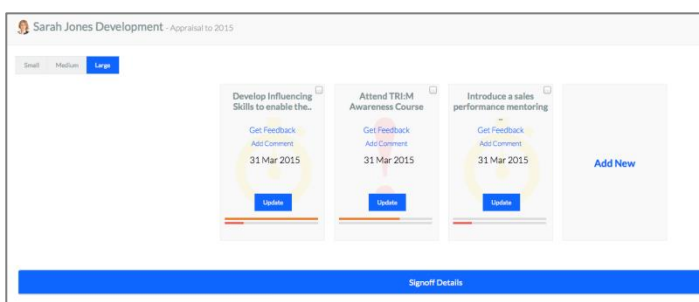


A personal development tool – for the individual

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

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Talent Cloud®. Breakthrough software. Raise expectations.

Talent Cloud® is our Talent Management software, delivered to you from our proven, flexible, 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 – giving you a money-back Service Level Guarantee. 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 Advance, and add further modules as and when you need them.



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