

TalentFocus

Making Development Happen

“Talent Management secures the future of your business”

“Tracking the behaviour you need for future success is a critical part of effective talent management.”

CIPD Talent Management Conference June 2007

Your managers may have completed some type of review of their competencies and their development needs. They may have just completed a 360 degree feedback, a development centre, a selection process or a performance management review.

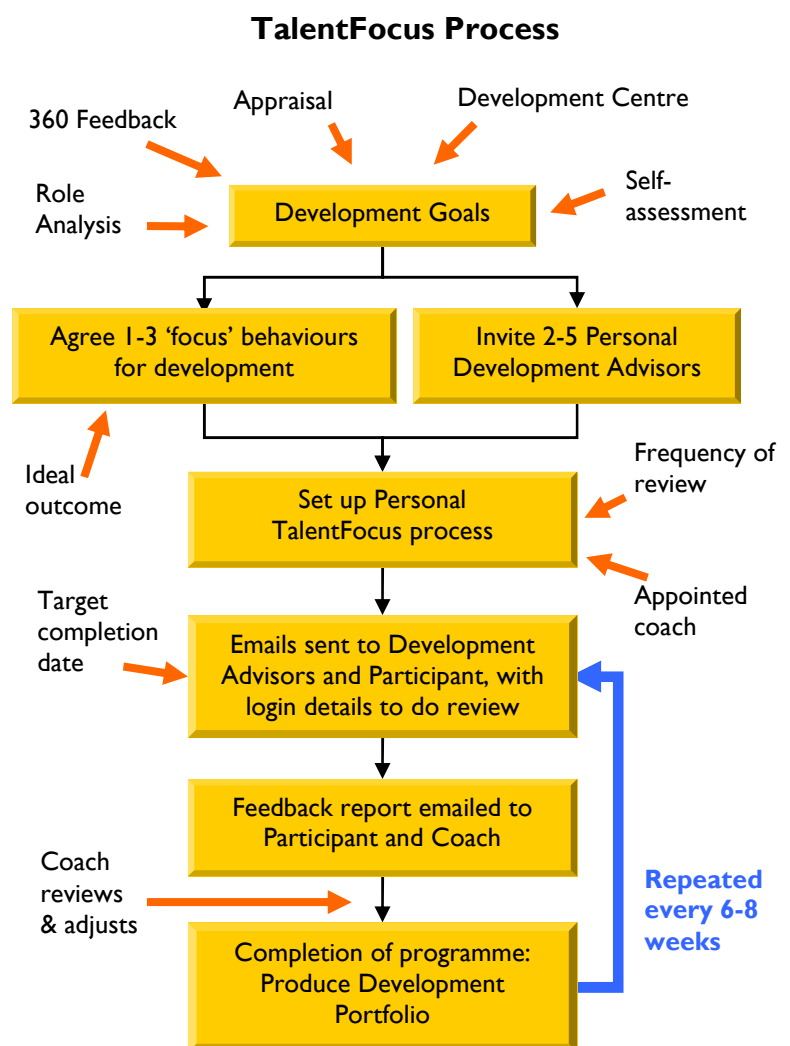
There is now clarity about strengths and what needs to be worked on to improve effectiveness and to take their career potential to the next level. TalentFocus is a tool and a structure which enables someone to progress these areas through the learning cycle. It accelerates growth, focuses attention and transforms behaviour through a pioneering and tested mix of software and specialist coaching from business psychologists.

Your Personal TalentFocus report will speak for itself and, through a genuine reflection of its contents throughout the programme will get the desired results. Sometimes however it takes more than this to get results and this is where our specialist psychologist and the coaching comes in. The participant will be challenged and supported and barriers to change will be explored constructively and powerfully. If the desired transformation still does not start to take place then a breakdown conversation will be called with internal nominated coach/manager to agree actions. A significant block may need to be released or an alternative process may better suit some circumstances.

TalentFocus fits someone with 100% commitment to develop specific behaviours/competencies. Our goal is to guarantee targeted results for all individuals who complete their TalentFocus survey.

TalentFocus applies a unique methodology for coaching and transformation - for which specific and on-the-job feedback from important parties is key. It means **development happens** while you are working with the people you need to influence, not in training course room or with a coach. It means you get to head towards the goals you dream of, no kidding.

Next steps – to find out more about the TalentFocus please call 0845 3623269.



www.talentinnovations.co.uk

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