

Talent Management LLC

Featured Products: *Talent Snapshot*[®] 360[°] & 180[°]

Business Purpose Statement: *“Helping companies find their highest and best use of people.”*

Business Methodology: *World-class selection instrumentation; workforce talent audits; education, development and coaching targeted to job-specific, predictive success indicators; measurable succession and retention strategy*

I. Featured Product: *Talent Snapshot*[®] 360[°]

Uniqueness: *Our product has a distinctiveness that is qualitatively superior to other 360's, making it both a tool and a process:*

- It is built upon 30 years of research containing the critical success skills that predict performance in over 65 benchmark jobs and extending to over 150 jobs
- Clients can also use their own core competencies if desired, or match them to our critical success skills to take advantage of our substantive research
- It is two-dimensional, measuring job-specific performance and job-specific critical success skills, in other words a quantitative as well as a qualitative view
- All critical success skills, definitions, measurable statements and resulting coaching tips are based on the same 30 years of research
- Once the 360 feedback is received and analyzed by a participant, they have an online "dashboard" from which to create their Developmental Plan
- In this “dashboard,” individual participants can choose education and coaching options from our Education Library; clients can also include their own development options
- This Development Plan also allows participants to consolidate their current goals as well as defined actions from the 360, leading to a 1-page Development Plan
- Executive management gets an aggregate Executive Summary report allowing an analysis of aggregate education and coaching needs
- The system has built-in workflow to send e-mail reminders to participants regarding upcoming deadlines recorded in the Development Plan
- High-Potentials are also defined and tracked over time in our unique *Talent Snapshot*[®] 360[°] graph

II. Featured Product: *Talent Snapshot*[®] 180[°]

- *Talent Snapshot*[®] 180[°] has but one variation from *Talent Snapshot*[®] 360[°]. It eliminates all evaluators except for the manager and participant.



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