

TalentTrak

*Provided by Kensington International
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Situation: You are head of human resources and both your CEO and CFO want to know TODAY what the company has done in leadership development to date for their board meeting tomorrow—WHO? HOW MUCH? ROI?

Solution: TalentTrak

Situation: You are President of a growing manufacturing company and you need to invest in executive coaching for your top 20 field managers who are in 18 different states.

Solution: TalentTrak

Situation: Your company has multiple buyers of leadership development services—executives/line managers/human resources using several different firms and coaches but YOU are responsible for tracking it all!

Solution: TalentTrak

Situation: You are a multinational company seeking an efficient way to develop a succession plan for a senior management team that are all over 55 years of age and located on three continents.

Solution: TalentTrak

If you are dealing with any of these issues
Please read our FACT SHEET on the reverse of this bulletin

What?

- **Overall Program Management** – including tracking and reporting on individual development initiatives or on the program as a whole.
- **Consistent Delivery** – provides the rigorous framework necessary for the delivery of the same services across multiple locations.
- **Milestone Development and Tracking** – Allows for the development of individual or company-wide program milestones (steps) and real-time tracking of progress.
- **Document Storage** – Provides an area to “upload” documents and establish security levels (who can view) documents that are related to an individual’s development (assessments, development action plans, performance reviews, etc.).
- **Notes Reporting** – Provides all users with the ability to write progress notes and to determine the audience.
- **Development Planning** – This area allows for participants to list their areas of strength, development opportunities, business priorities and individual development plans. Development plan reports can be generated.
- **Interactive Framework** – With ready visibility into individual and group progress, all users can easily communicate with participants, add new program elements and set new due dates as milestones are achieved .
- **Reporting** – Flexible reporting allows clients to produce status reports, by geography, department, industry or other criteria. Talent Review reports can be custom designed to include information of interest to senior executive teams. Coaches regularly use various reports to monitor progress against program and individual goals.
- **Financial Analysis** – Through a special screen, clients can view and report on the costs associated with leadership development and coaching programs.

For Who?

- **Top Level Human Resources Executives** – with rights to see all user information except that which is specially marked as confidential and only viewable by the participant.
- **Human Resources Managers** – with rights to see selected users who are assigned to them for development support.
- **Managers and Executives** – with rights to see selected users who report to them and for whom they are responsible for developing.
- **Individuals being Developed** – with rights to see their own information only, with the ability to mark certain documents confidential if desired.
- **Coaches** – with rights provided at the program management level and at the Coach level.

How?

- **Web-based** – (SAAS) Software AS A Service solution
- **Secure** – Login information and personal information are protected using SSL encryption. Additionally, online daily backups are run on the SQL databases and websites, and transmitted to secure, redundant data centers. Data is secured utilizing high tech encryption (Triple DES) to protect account information and passwords. Monthly

Costs?

Investment

- Up and running for less than \$5,000
- Fully customized leadership development platform for your company \$30,000.