



Expert in the development of talent

Introduction

Everyone has talents and the possibilities to develop these. The development of these talents leads to a certain level of competence (expertise). TalentExpert has years of experience in researching, training and coaching of talents.

TalentExpert enables managers and personnel officers to better, faster and cheaper:

- select and recruit employees
- perform functioning –and assessment interviews
- tailor made training courses based on actual working experiences
- coach processes of change
- lead in- through- and outflow on track

How?

By providing you with a unique program, consisting out of a Scan Your Talent software program, as well as custom advice and support.

11 reasons to choose for TalentExpert:

1. custom made Software Program
2. objective measuring of talent and development potential
3. no expensive, standard assessments needed anymore
4. avoiding of failures in recruitment and selection
5. one objective way of assessment
6. one uniform system for the whole organisation
7. saving time and thus money
8. very positive user experience
9. stimulation of wished in-, through- and outflow
10. professional support by SYTexperts
11. separate use of E-assessment and Talent Development Tool



Exclusivity

TalentExpert exclusively uses the product SYT (Scan Your Talent). The SYT (Scan Your Talent) software is a **management tool with added value**. It will help you with your interviewing and supports you with taking personnel decisions.

SYT (Scan Your Talent)



Scan Your Talent in a nutshell

- handy help with the preparation and execution of personnel interviews
- online file structure (handy for labour issues)
- excellent tool to help employees grow in their functioning
- clear baseline with development perspectives
- no fuss with forms
- one uniform system for the whole organisation
- flexible, custom system
- avoids failures in recruitment and selection and thus saves money and time
- internationally usable (Dutch, English, German)
- avoids purchase of expensive or standard assessments

De Scans en tools

Scan Your Talent software consists of several scans and tools. These can be used separately as well as collectively.

Behaviour scan AAR (Ambitious, Analytical, Related)

This scan provides you with a clear image of how the employees behaviour is seen by others and where the adapting and/or points of change are.

Talentscan MI

MI stands for Multiple Intelligence. This analysis shows the personal intelligence of the employee, the development possibilities, but also the risk factors.

Attunement scan QIA

QIA stands for Questionnaire Interpersonal Attunement. This scan provides a view on the personal effectiveness of the employee in relation to others. This scan also answers the question what ones (preferable) style in leadership is, therefore this scan is very useful for managers, as well as for the assembling of teams.

Talent matrix

In the talent matrix can the current competences of employees be compared with their development potential. The matrix that results out of this gives the manager suggestions for personnel decisions to be taken.

De Talent Development Tool

The **Talent Development Tool** is digital help (software) which can be used on the internet. This tool enables organisations or companies to have coaching/functioning interviews and/or PDP interviews from their own work spot in a uniform way.

The **Talent Development Tool** can be completed adjusted and shaped to your own organisation specifications (organisation: company, location, floors, functions, number of people). It is being used as a tool in preparation and execution of selection-, as well as PDP- and coaching-/functioning interviews.

The opinion of the manager/coach, employee/coachee and informant is afterwards being saved in a PDF-file

Talent Development Tool

Usage

Within the Talent Development tool the organisation is able to choose between either:

1. Basic version (talent standards based on criteria) or
2. Level version (talent standards based on level-indication)

Standard are 6 domain talents and 52 talents (also known as competence profiles) available.

The user/organisation has the possibility to add their own talent descriptions or competences profiles into the program.

What does the Talent Development Tool do?

1. The Talent Development Tool enables the manager to prepare a substantiated 360° feedback interview with the employee and executing it (on behalf of the given/asked talents).
2. Manager, employee and (possibly) informant are being asked to give there opinion on a six point scale (too early, unacceptable, could be better, competent, commendable, superior), about:
 - a. quality
 - b. level of development
3. The Talent Development Tool brings the opinion of manager, employee and (optional) one or more informants together in a concept- or final report. For securing the concept or final report it is possible to add remarks, suggestions, a plan of action, the company protocol and possibly space for signature. The final report is being saved as a PDF-file (for example in the personnel files).



What are the benefits of the Talent Development Tool?

1. De Talent Development Tool can be integrated in your own organisation system.
2. The manager en employee become a development tool which can be used to support and to develop the talents.
3. Reporting is established by mutual agreement. Manager and employee cannot change the already given opinions about quality and level of development, however they can add a text or nuances. After agreement the report is ready and can be used for filing.
4. It is a uniform system of reporting for the entire organisation.
5. The personnel files are always up to date because the PDF-form can be automatically sent the HRM-floor.
6. Saving of time and money
 - a. By providing manager and employee with tools (questions and references);
 - b. By a clear approach and automatic style of a report out of the questions answered;
 - c. By using the system from a distance (and any place and available time);
 - d. By uniform and complete file shaping;
 - e. No ICT-application (or ICT-people's time) needed;
 - f. By digital saving, which means less time investment in completing files.
7. Upgrading the involvement by:
 - a. Enabling manager, employee and informant to truly give their independent opinions;
 - b. Showing developments objectively.

Total Talent Management



Total Talent Management

The Total Talent Management does not merely focus on scanning of employees; an analysis of one's talent and development potential is not a goal at itself. Depending on your goals considering personnel policy you can choose between multiple custom variations within the program.

Base

The base of our service consists of implementing one or more different scans. Then an Expert of TalentExpert interprets these results and links these back. Sometimes this base can be sufficient. The results and costs are clear.

Plus

As said before, the scans are not a goal at itself. You do not only want to know what someone's potential is, but you also want to work with those. That's why we can add an extended report to your base scan results. This report is the perfect start for a Personal Development Plan (PDP), for example.

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Depending on your scan results and the linking of those, it may occur that there are certain continued actions needed. For example, an employee that does not have the right competences yet, but a lot of potential can be helped with a form of training or coaching. TalentExpert can advise you excellently about the implementation of this. Another example: management course participants are first being screened by scans. Based on the results of these, TalentExpert advises a management course that closely connects with practice and provides extra attention to those lesser-developed intelligences. Competences that are already present with the participants can easily be left out of the course. As a result, that creates customization at its best.

Dependant on your wished fulfilment of the Total Management program you can choose between more or less customization. A higher level of customization does not have to be expensive, about this we would very much like to inform you either by phone or in person. Feel free to contact us for a quote.

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