

Talent Development

Transitioning Within

Engage. Align. Coach. Develop. Retain.

Motivate your employees, reduce turnover costs, increase productivity and give your company a significant competitive advantage. IMPACT Group's Talent Alliance™ program combines one-on-one coaching with leading-edge learning technology to enhance developmental growth and retention of your key talent.

In today's economic environment, Talent Development strategies are key to any company's success. As organizations restructure, rightsize and change business strategies, there is a constant need to evaluate and develop talent. IMPACT Group's program is specifically designed to motivate, grow and support your critical human capital to achieve business success.

The Talent Alliance™ program includes: assessments of an employee's strengths, development of a customized action plan, access to comprehensive learning activities, as well as unbiased guidance and support from a personal coach who further enriches and accelerates the development process. The program works with both the employee and their manager to ensure active engagement and alignment of employee growth with organization goals. Talent Alliance™ reaps enhanced employee career satisfaction, increased productivity and reduced turnover allowing you to keep your mind on growing your business.

Managing every phase of the employee life cycle



The Need

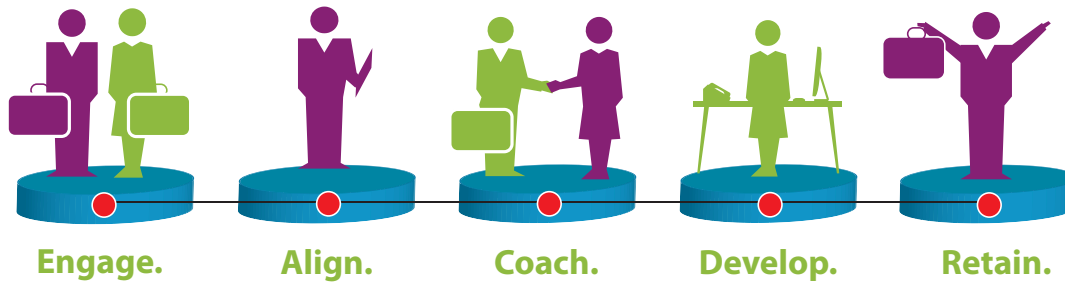
- Only 30% of employees are fully engaged in their job*
- Only 48% of employees believe they have good career opportunities with their current employer*
- 39% say their next career move will be to another company*
- 34% will change jobs within the next year in an ideal economy*

The Benefits

- Engaged employees have 51% less turnover, 27% less absenteeism and are 18% more productive, resulting in 12% more company profitability*
- Organizations which foster higher engaged employees report 26% higher revenues**
- Alignment of employee career objectives with company goals
- Improved succession planning and contingency management
- Development of a stronger employee-manager relationship

*Blessing White State of Career and Employee Engagement Report 2007, 2008

**2008/2009 WorkUSA Survey Report, Watson Wyatt



Talent Alliance™ Features

Personal Coaching

Experienced, credentialed professionals provide unbiased feedback, guidance and support throughout the developmental process

Career Personality Assessment

Defines skills, knowledge, experiences and career fit

Competency Profile

Offers a snapshot into an employee's strengths and opportunities for improvement

Development Plan

Created between the employee and personal coach then reviewed and approved with employee manager

Manager Development [optional]

Coaching, assessments and tools for managers to better mentor employees throughout the Talent Alliance™ program. Provides managers with an opportunity to learn new approaches/skills to better manage their workforce

Goal Alignment

Training and support for the employee as they engage their manager, to ensure the employee and company goals are synchronized

IMPAXIS™ Web-Based Portal

A collaborative workspace for employee/coach communication with 24/7 access to developmental resources and interactive tools

Management Dashboard

Real-time access to milestones, competency development progress, top competencies in development and overall satisfaction rating

Competency Library/Activity Tracking

Competency descriptions, associated activities and progress tracking tools to encourage achievement of goals

Evaluation/Scorecard

Ability for employee to capture goals/progress achieved and report on overall program satisfaction

Program Measurement

A formal evaluation process providing a spectrum of measurable results in regards to how participant success directly impacts the organization - from soft business benefits to hard cost savings

As The Transition Expert, IMPACT Group has the expertise and experience to help your organization manage every phase of the employee lifecycle. For more information, please visit us online at: www.impactgrouphr.com.

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