

**For Immediate Release**

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**IMPACT Group Announces Release of New Talent Management Solution**

*Talent Alliance™ is the first program to offer one-on-one coaching and technology to help organizations engage, align, coach, develop and retain talent*

SAINT LOUIS - September 16, 2010 - IMPACT Group, a WBE-global career management firm announced today the release of Talent Alliance™, a new approach to managing talent in the organization.

Talent Alliance™, IMPACT Group's talent development program, is unique in the talent management space because it provides employees with their own personal coach, in addition to leading-edge learning technology for a reasonable investment. Talent Alliance™ motivates employees, reduces turnover costs and increases productivity, giving companies a significant competitive advantage.

"Although there are many available technology solutions to help organizations manage their talent, what caught our attention was the disconnect between the sophisticated talent technology and the execution of talent development, ultimately impacting business results," said Lauren Herring, President and CEO of IMPACT Group. "We knew if we could combine leading-edge technology with one-on-one coaching and consulting, we'd be able to make a real difference for our clients."

Talent Alliance™ engages both the employees and their managers to ensure active engagement and alignment of employee development with organization goals. Other benefits include:

- Increased employee satisfaction and productivity
- Reduced turnover and related costs
- Rational succession plans and contingency management
- Stronger employee-manager relationship

The Talent Alliance™ program highlights include:

**One-on-one Coaching** – Experienced professionals provide feedback, coaching and support, enabling employees to make informed decisions about their career and developmental needs. The coach enhances execution of development objectives, yielding stronger, long-term results.

**Assessments** – Access to competency and career assessments.

**Career Planning/Development** – A comprehensive, high-quality developmental plan is established specifically for the employee with the personal coach and input from their manager. IMPACT Group coaches then provide advice, guidance and tools using our leading-edge, online technology (IMPAXIS™) and personal coaching sessions.

**Career Development Resources** – Via IMPAXIS™, IMPACT Group's leading-edge, online learning technology, employees have 24/7 access to proprietary development content, online subscription services, e-learning, on-the-job programs and personalized development activities. Employees have 24/7 access to view their developmental plan, track skill activity progression and record program goals/results.

**Training/Mentoring** – IMPACT Group coaches facilitate developmental discussions with the employee to ensure managerial support, employee/company goal alignment and successful achievement of developmental objectives.

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**About IMPACT Group:**

As The Transition Expert, IMPACT Group has over two decades of expertise and experience to help organizations manage every phase of the employee lifecycle. IMPACT Group specializes in providing superior career management support solutions for employees transitioning in, within and out of the organization. IMPACT Group combines one-on-one professional consulting with leading-edge proprietary technology to provide innovative, results-oriented programs, ranking it among Inc. Magazine's Top 500 Fastest Growing Companies. Visit IMPACT Group online at: [www.impactgrouphr.com](http://www.impactgrouphr.com)

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