Development Planning
Foster Learning, Feedback and Recognition

Development Planning fosters employee training, coaching and recognition all year long. It helps employees gain new skills and have more versatile relationships with their manager. When employees focus on development they become more valuable to your organization.

Employee development planning is the aspect of talent management that is most neglected in companies. Guiding employees through goal tracking, career coaching and employee recognition is the cornerstone of development planning. For many reasons, this valuable activity is often ignored, done improperly or handled as an afterthought during performance appraisals. As a result, employee dissatisfaction fuels many early exits.

TalentGuard's Development Planning software enables companies to invest in the short- and long-term career and professional development of their employees. This software solution supports the ongoing process of ensuring employees remain current on job role competencies. Managers are able to track progress in achieving development goals, share feedback year-round and recognize employees for the attainment of results.

"We used to track employee goals manually. We now have a user-friendly way to track employee goals and better engage managers in development process."

Employee-Driven Career Development
Development Planning encourages employees to take ownership of their career objectives. When employees define what career success means to them, they are better positioned to increase satisfaction and performance. With visibility into employee plans, managers can better support career development because they are familiar with the organization's changing performance needs.

Continuous Monitoring
Our software provides an automated mechanism for identifying and tracking development needs and plans. Managers build a better understanding of their employees' professional goals, strengths, and career needs—resulting in more realistic career development planning.

Feedback and Recognition
Employees can solicit electronic feedback from internal and external stakeholders on their goals. This feedback helps managers objectively evaluate outcomes of employees' training and development efforts.

TalentGuard

Comprehensive Features

Development Planning by TalentGuard is a practical and interactive planning tool that is essential for managing development needs. See what it can do for you:

Employee Talent Profile
Includes employee name, position title, department, work history and grade/pay band.

Career Goals Automation
Create an unlimited number of short-term and long-term goals with estimated and actual completion dates and progress updates.

Development Objectives
Development learning resources can be linked to specific competencies to help direct employee development needs and training.

Training and Development Opportunities
Formal training and development opportunities can be tied to competencies. These opportunities may include formal classroom training, web-based training, rotational assignments, shadowing assignments, on-the-job training, self-study programs, and professional conferences.

Career Journal
Employees can track notes and upload files on their accomplishments throughout the year instead of waiting until the annual review.

Administrative Tracking
Track progress on goals and assess metrics so that you can better align people behind strategies and improve execution.

About TalentGuard, Inc.

TalentGuard offers predictive people development solutions that increase employee engagement and retention. Our competency-based talent management software suite integrates the vital human resource areas including performance management, career pathing, succession planning, 360 feedback, applicant tracking, learning management, development planning and coaching - all of which contribute to the creation of a high-performance culture.

Center For Competency-Based
Learning & Development