



Research shows that performance actually decreases in 33% of all feedback interventions. Find out how yours can be different. *Talent Accelerator* is the only web-based system that provides an online assessment center, competency based resource library, self-directed goal setting process using any of our tools and a dynamic online developmental planning system to facilitate individual behavior change. With *Talent Accelerator*, the percentage of participants who set goals and complete development plans has soared by 200 - 300%.

APPLICATIONS

Talent Accelerator provides coaches, trainers and consultants with a proven approach to turning awareness from assessment tools into meaningful behavior change. Your clients create and measure goals, incorporate meaningful suggestions and sustain focus on their professional development using the online resources and self-directed development planning system.

Talent Accelerator is designed to assist individuals translate learning and self-insight from Envisia Learning's diverse range of assessment products into successful behavior change efforts. It is the only web-based learning system combining competency based resources, readings, websites, podcasts, and other resources matched to specific assessment tools to enhance individual effectiveness.

AT A GLANCE

- Online Professional Development Planning System
- Web-based Platform to Provide Envisia Learning Assessment Tools
- Comprehensive Resource Library Targeted to Envisia Learning Competencies
- Behavior Change Wizard Facilitates Development Planning
- Coaching Interface to Track/Monitor Progress
- Annual Subscription Basis
- Online Developmental Goal Setting / Reminder System
- Comprehensive Competency Based Resource Library

THE VALUE OF TALENT ACCELERATOR

ENHANCE THE POWER OF 360° FEEDBACK ASSESSMENTS

The Talent Accelerator system provides a structured approach to understanding and interpreting feedback from others and focusing on key competencies that are meaningful for the talent's successful performance on the job. With the aid of our development planning wizard, talent will be able to select competency specific developmental suggestions, readings, blogs, podcasts, and other resources to facilitate behavior change that can be measured. Our online developmental planning system is linked to a coaching website to help coaches manage the behavior change of his/her clients.

INCREASE THE IMPACT OF CAREER, PERSONALITY & STRESS ASSESSMENTS

The Talent Accelerator system provides a structured approach to understanding and interpreting feedback from our assessments and translating them into a professional development plan that can be monitored by a coach or external trainer.

DESIGNED FOR

- Executive Coaching
- Leadership Development Programs
- Corporate Training & Development Programs
- Talent Management Systems
- Performance Evaluation & Management Systems

TESTIMONIAL

"[Envisia] delivers fundamentally sound structures to support an effective feedback process—a range of reliable assessment tools, simple Internet administration, 1st class support & guidance. We need only one source for our feedback projects. These guys deliver!"

- Gordon Hay, Director - Organization Development, Hartzell Propeller, Inc.



FEATURES

CREATE AND MEASURE DEVELOPMENTAL GOALS

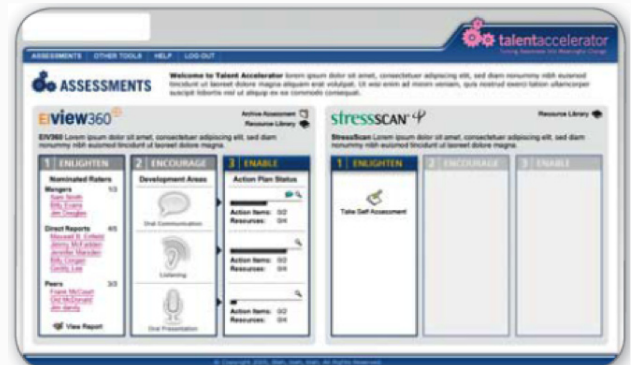
- Utilizes a Wizard to help talent understand and interpret his/her assessment report
- Drop down menu of developmental activities from our competency based resource library

INCORPORATE SUGGESTIONS INTO DAILY PRACTICE

- Put feedback/suggestions to immediate and consistent use
- Provides reminders to the talent to facilitate behavior change
- Notifies coaches when goals have been revised, changed or completed

SUSTAIN FOCUS ON PROFESSIONAL DEVELOPMENT

- Provides an ongoing system to track and monitor progress
- Helps talent focus on the key competencies and behaviors to ensure successful performance
- Interactive Talent Accelerator coaching website



Why You Shouldn't Buy a Stand-Alone 360

The ultimate objective of most 360-degree feedback programs is to successfully change behavior leading to increased effectiveness. Achieving this objective required three conditions: enlightenment, encouragement and enablement. A 360-degree feedback assessment provides insight and enlightenment. But, without the other two, you won't demonstrate sustained and successful behavior change.

Envisia Learning's much acclaimed Talent Accelerator is an online goal setting and learning transfer system that provides the missing elements – a platform for guided goal setting, on-going reminders about progress, competency based resource library, and an evaluation of effectiveness called ProgressPulse. It has proven to increase success of a behavior change program by up to 150%.

Talent Accelerator is available with any Envisia Learning assessment – including those that are custom designed just for you. Before you buy any 360-degree assessment, be sure to learn more about how Talent Accelerator translated insight into increased effectiveness and greater ROI for your program. Just visit our website at www.envisialearning.com.



**The Three Necessary
Conditions for Initiating
and Sustaining Successful
Behavioral Change**

ABOUT ENVISIA

Envisia Learning has been helping leaders, consultants and coaches deliver real and lasting behavior change in organizations for over 25 years. The company's 360-degree feedback assessments and online goal-setting tools merge their expertise in psychology, technology and coaching to offer a complete behavior change system. We invite you to look around our website at www.envisialearning.com or contact us.