

Head Light Communications announces General Availability of Talent® Application Suite Version 3.8 and launches Talent Advance™.

The Talent® Application Suite comprises Talent 360®, Talent 180®, Talent Navigator®, Talent Spotter® and now includes Talent Advance™. Each web-based application enables HR teams, both internal and those provided by external consultants, to improve the performance of the key talent management processes of recruitment, retention, development and progression. The applications are integrated and are available individually or in combination.

Talent Advance™ adds on-line development planning, specifically targeting at improving post-appraisal action planning and implementation and provides collaborative tools for individuals and their coaches or managers to create and progress individual development plans. Those responsible for talent management can also track development activities set against the competences or capabilities considered important for the success of the organisation.

Ian Lee-Emery, Managing Director of Head Light Communications comments, 'Talent Advance™ allows HR to specify the outline template for development plans, and can then control how much users can vary them. Users can create their own goals, reflect on past performance and add entirely new areas for development. With automated e-mail reminders generated by the system, individuals are prompted to review progress and follow up on their development goals. Having these plans on-line means that now, with fewer managers and their teams in one location, the development plans can be updated together during telephone calls. This is also valuable for coaching organisations wanting to be able to engage with their 'coachees' more frequently and show progress and a return on an overall coaching programme.'

The Talent® suite is available as client-premise installed software and 'On Demand' as Software As A Service (SaaS).

To find out more about the Talent® suite of applications, contact us via our web site www.head-light.co.uk, send an e-mail to info.request@head-light.co.uk, or call us on 0845 054 2364.

