TalentGuard’s Development Planning software offers a user-friendly way to track employee goals and progress. Managers and employees are now highly engaged throughout the career development process.
- Company

Employee development planning is often ignored, done improperly or handled as an afterthought. As a result, employee dissatisfaction fuels many early exits. TalentGuard’s Development Planning software provides the visibility needed to adjust career goals throughout the year. Our tool enables employees to track career development goals all year long. It provides managers with visibility into employee progress, offers real-time feedback and helps recognize achievements. TalentGuard’s solution facilitates and measures short- and long-term goals for improved agility and predictability.

talentguard.com/development-planning-software
# Business Benefits

## Set SMART Goals

Developing goals that are specific, measurable, achievable, results-focused and time-bound is critical to managing employee performance. Create and track goals for performance improvement, career aspirations or personal growth with our SMART goal template.

## Record your Progress

Recording development progress is crucial for effective feedback and coaching. Make journal entries into your goals so that you can map your progress. Track activities, start and end dates, time logs, success measures and 360 feedback on any goal.

## Effective Coaching

Engage in conversations with team members to achieve goals. Coaches can be given access to an employee’s development plan, add development activities, monitor results and update employee progress.

---

## E-Learning

- Automatically serve up learning and development options based on identified skill gaps.
- Send system-wide updates or learning goals to all employees.
- Link internal or external learning resources to individual employees.

## Goal Monitoring

- An employee’s progress can be monitored automatically for managers giving them current visibility into development plans.
- Generate a red, yellow and green status bar. Bar turns green at 80% completion.
- Pull development goal completion reports.
- Employee or manager can allow comments on progress.

## Feedback and Coaching

- Request feedback from peers, customers, managers and direct reports.
- Coaches can be given full access to employee development plans during coaching engagements.