



Managers today have a long list of responsibilities that go beyond the primary task of managing a team's performance. This causes less focus on working toward goals as a team; and without clear and consistent communication, employees struggle with self-management and direction. As the fast-paced workplace puts a strain on time, how can we ensure and maintain effective communications?

Talent Life Cycle™ (TLC) is the solution to managers and employees staying connected and working effectively as a team.

The Process is Simple!

TLC allows 24/7 access to a web-based program where a manager and employee can focus on work and developmental priorities at the same time. The manager can track employee Goals, Challenges and Projects, down to the tasks level. They can collaborate, exchange performance feedback, and maintain an update-to-date activity status with each other.

Why it Works

With Talent Life Cycle™, managers and their team can become more effective in working toward the common goal and staying on the right path. Employees can update their manager via the system of potential problems and outline corrective strategies. Talent Life Cycle tracks the personal accountability and commitments of deadlines and flags all late projects. With this level of communications, companies can significantly reduce wasted time and poor communications so that they no longer cause frustration, a loss of productivity, and a breakdown in the manager/employee relationship, which study after study confirms to be one of the leading causes of turnover. Talent Life Cycle™ is ideal for many situations, as the basic format is simple and easily incorporated across all departments. With web-based accessibility, distance is not an issue for a manager and team in different locations.

Achieve Long-Term Benefits

- Regular and concrete feedback from the manager will benefit the employee's task management and teamwork skills.
- The system supports communication while also providing information to aid performance evaluations.
- The system provides an array of THINKING tools for the employee to work through goals, challenges, obstacles, and solutions.
- The system provides a process for tracking behavioral improvement.
- The system is designed for multi-tier management and coaching, allowing the leadership team to access to information throughout the company.
- Integrated with our Assessment Instruments the data is available to understand and predict the "how, why and will" of employee performance. Assessments are an additional expense, however, utilizing them significantly reduce poor hiring decisions, shortens the on-boarding process of the manager and employee understanding each other and reduces turnover cost.
- Human Resource ensures that managers are current with performance feedback documentation.

Talent Life Cycle™ was created by Art Boulay and Bill Maloney
Call to learn more about TLC and to arrange a demonstration.
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