

## What is Talent Portfolio and where do we use it?

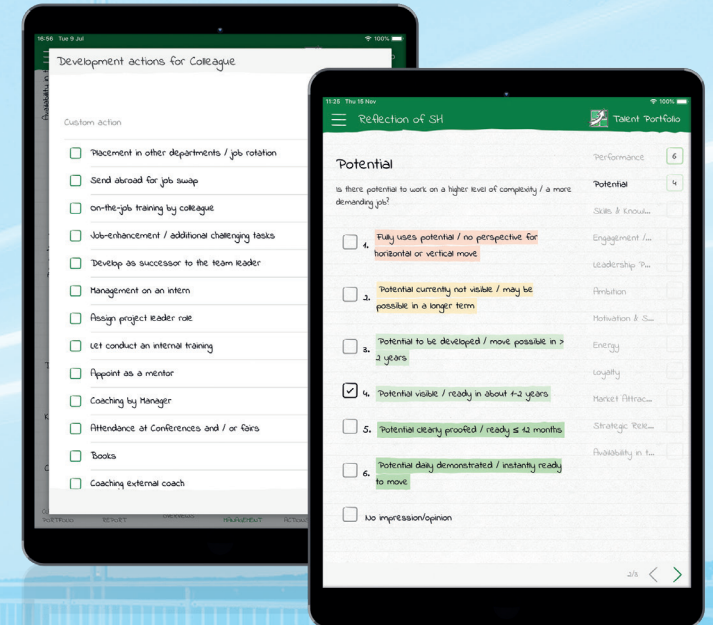
Talent Portfolio is an app that helps managers see the hidden potential in their teams, as well as identify potential HR risks. Supports all the processes connected with employee retention and risk forecasts.

## How does it work?

With the help of a simple interface managers evaluate all team members periodically by matching the predefined 12 talent identification factors. Talent Portfolio generates reports and charts about talent positioning on the 9-box grid "Performance/Potential", as well as dynamic reports, risk analysis and development plans.

## Challenges for the organization and team leaders

Challenge	Our Solution
Unestablished ground for defining the potential of team members	Clear structure for analysis of individual team members and their potential
Risk that certain qualities and skills may remain unnoticed	Identifying hidden potential
Lack of indicators that a team member considers quitting	Risk assessment in talent management
Defining reasonable and timely measures for the development of individual team members	Preparing individual development plans based on the results of the analyses















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HR AREA:	USAGE:	FEEDBACK TYPE:	PARAMETERS:	FORMAT:
 HR management  Organizational development	 Web-based  Mobile App  Training with moderators	 Self-assessment  Multi-rater  Employee survey	 Time to complete: 10-15 minutes for the periodic assessments  Standard - English, German Can be developed in every other language	 Standardized  Adaptable

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- Hosting in Germany
- SSL encryption
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