



DEVELOPMENT MANAGEMENT

Development Pulse™

"It is only as we develop others that we permanently succeed." - Harvey S. Firestone

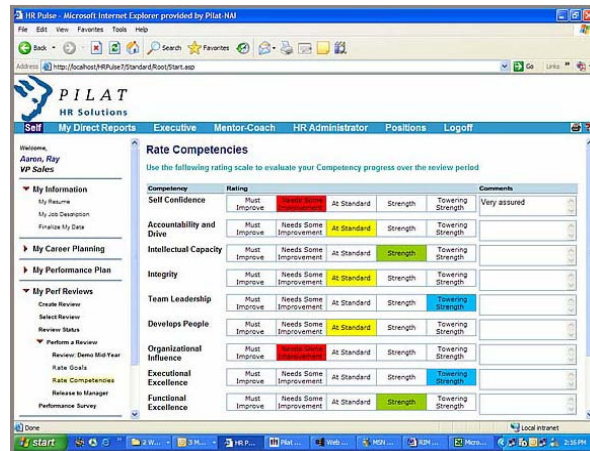
The strength and sustainability of an organization depends on how effectively it can adapt, flex and grow; not merely on how good it is today. As the economy grows and the supply of human talent decreases, internal development could become a survival issue.

There are now very few major organizations that are not aggressively seeking to enhance their processes for managing individual development. Web-based systems at last address the classic process shortfalls and bring day-to-day behavioral engineering power to such processes as Development Management.

We offers tools and processes to enable you to effectively manage the development of your organization and human capital, including:

- Competency Modeling
- 360 Degree Feedback
- Coaching & Mentoring
- Development Planning & Tracking
- Development Centers
- Realizing Potential

Development Pulse™ is part of the HR Pulse® product suite of truly flexible and scalable Human Resource systems. It can be tailored to drive and sustain your chosen processes; rather than dictating them. Development Pulse supports the most simple to the most sophisticated processes and evolves as your needs and practices dictate.



Key Features

Development Pulse offers the robust features and powerful functionality of HR Pulse® base systems can be tailored to provide all the features needed to manage a sophisticated Development Management strategy including:

- ‘Development Planning’ including processes and tools to assist users in the diagnosis of development needs and the identification of development options
- ‘Development Monitoring’ including a range of progress notes tools, as well as, the ability to engage coaches and development managers in the process
- ‘Development Influencing’ including automated reminders, compliance reports, escalations, feedback tools, and advisory options, as well as, the ability to engage coaches and development managers in the process
- ‘Development Assessment’ including assessment of the individual’s achievements in terms of the development activity and assessment of the effectiveness of the development activity itself, e.g., Kirkpatrick 4 stage evaluations
- ‘Competency Management’ supporting competency planning, competency assessment, development planning and job profiling
- Resume data can be compiled by combining data from multiple sources, e.g., HRIS, LMS, employee, manager, etc.
- Integrated Learning Management System (LMS)

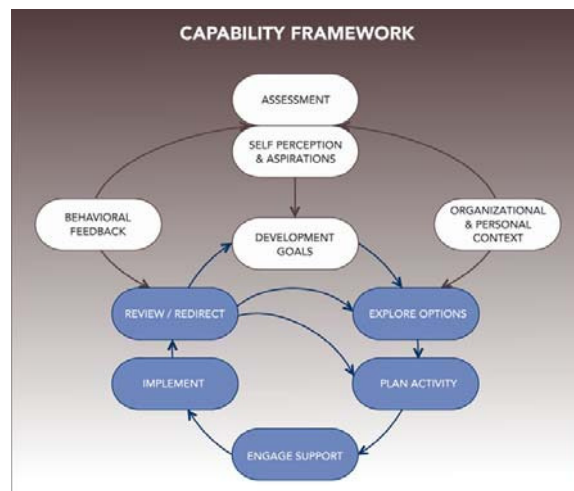
Benefits of Effective Development Management Processes

Some of the many benefits of effective development management are:

- More effective plans; they guide individuals in how to plan development activities that will work for them
- Alignment of development plans with the needs of the organization and the individual
- Integrated development plans addressing on-job performance, career aspirations and organizational continuity

- More effective development through the provision of triggers, reinforcers and even consequences to sustain activity
- Complete datasets with which to study the cause and effect relationships to determine the most effective development activities
- Compliance – excellent processes add no value if not followed
- Integration of the management of development with the management of performance and talent as a whole
- Engage employees readily by acknowledging the ever-changing nature of contemporary work demands rather than viewing planning or development as mere annual events
- Support cross functional working by making data about people, their jobs and their performance readily available to those who need it
- Integration through global real-time communication of personal action, management processes, and coaching/mentoring
- Drive, inform and sustain human interaction; they don't replace it
- Support desired cultures by linking competencies and values to the issue of goal achievement and personal development.

Our Model for Delivering Effective Development



Why NSS and Pilat

With over 30 years experience in HR, business psychology, data analysis and software solutions, NSS and Pilat have been leading best practice in Human Capital Management. NSS and Pilat brings a unique combination of:

- integrating advanced HR processes and web-based software to trigger, drive, sustain and enhance desired behaviors
- partnering with clients to ensure that interventions contribute directly to the achievement of business goals; it adds genuine value

- bringing innovation, pragmatism, enthusiasm and determination; we make things happen.

Hundreds of the world's major corporations have benefited from these solutions throughout Europe, Canada, USA, Africa and the Pacific Rim. We have a reputation for being market leaders and trusted advisors in Performance Management with flexible, creative and high ROI solutions.

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