

talent **Development**

Evaluate readiness and accelerate growth using our Virtual Development Centre



A quickly deployable, time and cost-effective online platform that helps to objectively measure leadership and future-ready skills in a virtual environment.

TOOL CHOICES

- ☒ Situational Judgement Tests
- ☒ Psychometric Assessment
- ☒ Group Case Study
- ☒ Behavioral Event Interviewing (BEI)
- ☒ Individual Case Study
- ☒ Gamified Cognitive Assessment

KEY FEATURES OF THE VIRTUAL DEVELOPMENT CENTER



A Single Integrated Report for a participant moving away from cumbersome reports



Advanced Remote Proctoring solution to identify and prevent malpractice



Assessor led Assessments such as BEI and Group Case Studies and to connect via zoom from the dashboard.



Integrated Assessments creating a one place experience for all assessments: Talentonic and third party content (BIG5 and Gamified Assessment)



NO SPECIAL EQUIPMENT OR SOFTWARE

Just a computer with internet and webcam



INTEGRATED ANALYTICS

Cohort level analytics for understanding of development areas

Immersive and Scalable

We aspire to improve the assessment experience for participants, assessors and company HR. Our platform allows for organization, and cohort based deployment



INDIVIDUAL CASE STUDY

Hosts cases and allows for both assessor led or system driven case studies



SITUATION JUDGEMENT TEST

Presents assessment takers with scenarios and assesses key behaviors basis reactions



PERSONALITY TESTS

BIG 5 to check generic profiles or can be customized to support a competency model



GAME BASED SIMULATION

Gaming tool which requires the participants to make choices during simulated circumstances which are thrown at them



GROUP CASE STUDY

Assessor led cases which need the participants to analyze the situation/ data at hand and devise the way forward



BEHAVIOURAL EVENTS INTERVIEW

One - One conversation between the assessor and the participant that gives insights into how the person behaved in uncertain/challenging situations

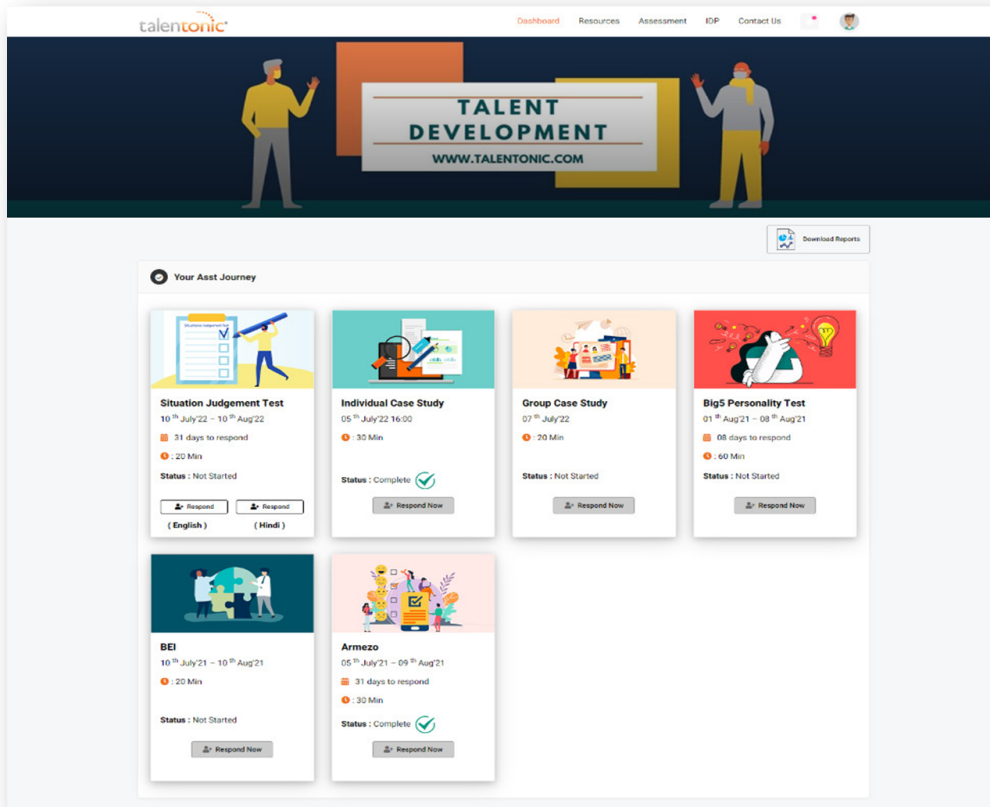


360 DEGREE FEEDBACK PLATFORM

Leverage [talent3sixty](#), our multirater assessment platform to gather anonymous feedback

Ease of Navigation

Customized dashboard for participants with assessments view and completion status.



Intuitive design:
Easy to use and
navigate

Allows the use
of Timer and
Proctoring

The screenshot shows the 'SJT with Timer' assessment interface. At the top, there's a timer showing 'Time Left 12:44 Mins'. The main content area has a heading 'Please read the business situation carefully.' followed by a text box containing the business situation. Below this is a question: '2. Email Reference: "Key Action - MAN Status" In reference to the email received from Prakash Gupta, what are you most likely to do?'. The next section is 'Select your most preferred response' and contains three response options, each with a radio button and a list of actions. At the bottom, there are buttons for 'Back', 'Next', and 'Finish', along with a '2 of 3' indicator.

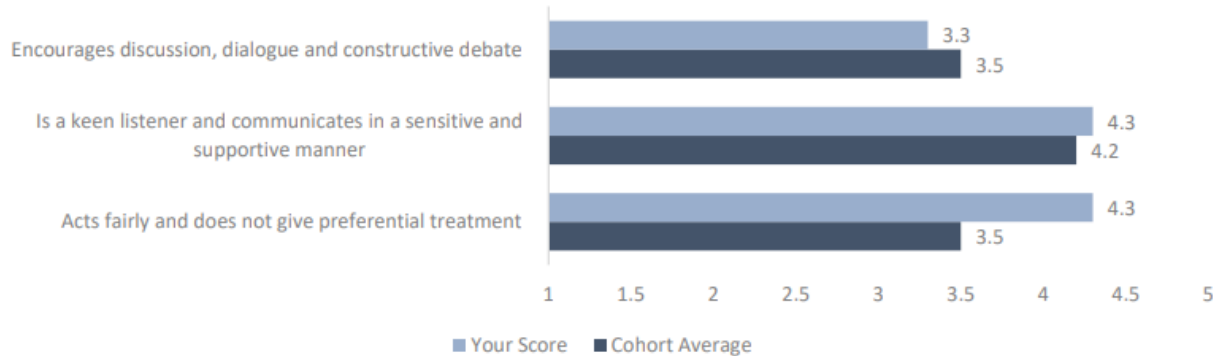
Integrated Reports

A detailed and sharp report outlining performance on competencies and behaviors; strengths and development areas

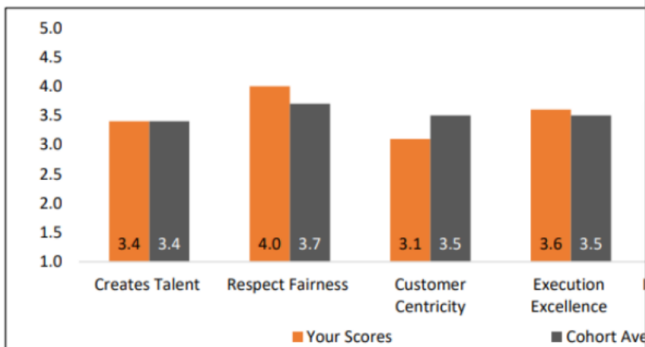


RESPECT, TRANSPARENCY and FAIRNESS

Issues are transparently surfaced and dealt with. Respect for others, active listening and fairness in dealing with all stakeholder issues.



YOUR COMPETENCY PROFILE



OVERALL PROFILE

Your Overall Score	3.30
Cohort Average	3.40

Strengths

#	Behaviours	Competency	Your Score
1	Has skills to identify the right talent to build tl	Creates Talent	4.3
2	Acts fairly and does not give preferential treatment	Respect Fairness	4.3
3	Is a keen listener and communicates in a sensitive and supportive manner	Respect Fairness	4.3

Development Areas

#	Behaviours	Competency	Your Score
1	Creates enthusiasm and encouragement within the team for finding innovative solutions and paths to world class.	Ambitious	1.6
2	Creates an environment of meritocracy by differentiating talent based on performance & potential.	Creates Talent	2.3

Notes from assessors add valuable input

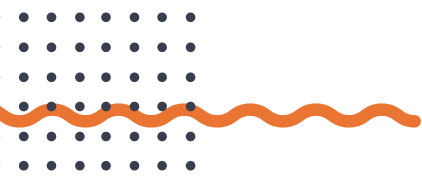
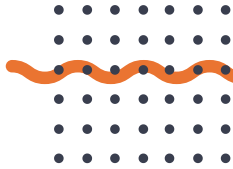
Assessors Feedback on Key Competencies

participated in: A Behavioural Events Interview where you had a one-on-one interaction with an assessor Below are some comments from experts basis their observations. Since these comments are based on a single interaction, they are indicative of one's behavior in a given scenario.

Assessor Comments	Competency
As a team manager keeps in touch with the team members on an on-going basis and builds capability by assignment of projects , tracking progress and guiding them. Reviews performance, using organization processes and initiates development actions. Keeps a fair amount of control over the team and addresses individual issues post an evaluation.	Creates Talent
Encourages participative and collaborative working within own team as well as across teams. Has an open approach and facilitates resolution. In the event of a disconnect between teams will study the situation and decide on an effective solution.	Respect Fairness

TALENTONIC HR SOLUTIONS

A trusted business partner known for client centricity, domain depth and competitive advantage. We enable clients to achieve consistent and tangible business results by implementing practical people solutions and developing innovative HR software products.



CLIENT TESTIMONIALS

We partnered with JSPL, to run a Virtual Development Center approach for their 200+ middle and senior management employees to enable promotion decisions. Assessment tools like **BEI, 360 degree feedback, Situation based judgements, Group case studies** were **implemented digitally** to provide a seamless experience to all stakeholders. **81%** of their assessed middle and senior management **employees were promoted** using the results and insights from the Development Center methodology.

"The sessions were conducted meticulously with a well-planned structure. Active participation was ensured throughout the program. All in all a very enjoyable learning experience."- GM, Corporate HR, Jindal Steel and Power



GET IN TOUCH



Anuj Khanna

Head of Organisational Development

Anuj has 12+ years of experience in working with top teams to drive end-to-end organization effectiveness and performance transformation. This work typically involves deep engagement with the organization, including fostering mindset and behavior change, supporting leadership development, and helping top teams achieve business benefits

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Deepak Puggal

Principal Consultant

Deepak has 30+ years of working in HR. He has seen both line HR and Consulting and as the erstwhile head of Hewitt's consulting business, he has a rich experience in creating innovative solutions for clients, managing conflict and getting things done. A masterful executor, his strength lies in mobilizing client teams towards change.

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Shalaka Singh

Senior Consultant

Shalaka has previously worked with PwC People Advisory and Mercer Consulting. She has worked with clients across India and APAC, on designing and implementing development interventions and running development centers.

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CLIENT CENTRICITY. DOMAIN DEPTH. COMPETITIVE
ADVANTAGE



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