



## Develop

Fast and keen insight into development potential

Usable for any position in your organisation

Practical, customised development tips

Guidance for conducting development interviews

### Fast and keen insight into development potential

The Develop is an accessible, online tool that provides keen insight into the development potential of your employees. Fast and easy to use, thorough and precise in its measurement. Your employees receive practical, workable development advice that provides direction and focus in their development. They can get started with the outcome the very same day.

### Usable for any position in your organisation

You can use the Develop for any position in your organisation. With its extensive competency library, HFMtalentindex allows you to easily create your own competency profiles. You objectively determine the employee's aptitude for the selected competencies. The employee's current performance is evaluated by either the employee himself, by the employee's supervisor, or by multiple people in the employee's work environment. The automatically generated report provides you with a clear picture of those competencies that the employee still has room to develop.

The Develop provides **direction** in your employees' development

# Develop

## Practical, customised development tips

The Develop not only provides direction in development, but also gives practical tips. Your employees receive development tips that specifically meet their development potential. Challenging and achievable. The report concludes with a practical development plan, specifically tailored to your employee's potential. The development plan invites the employee to translate the personal development tips to his own work situation. Your employees thereby receive focus to boost their development.

### Example:

<b>Competency</b>	Stress resistance
<b>Learning point</b>	Remain calm under pressure
<b>Tip</b>	Take a step back when you notice the pressure is becoming too much. Take the time to oversee the situation, allowing you to regain control.
<b>Result</b>	The results of my development efforts can be seen and measured in the following way: "I experience less stress in busy times."

## Guidance for conducting development interviews

The Develop is an excellent tool for conducting development interviews. The reports are accessible and clear, in a way that is easily workable for managers and employees. The Develop gives them an agenda to focus their efforts in improving performance. You can use the Develop more than once in the HR cycle, over a longer period of time, for example in PDP (personal development plan) interviews. By doing so, it becomes clear what progress the employee is making in his development – and what further progress can still be made.



Would you like to know more about the Develop?

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### Performance

The Develop shows how effective the employee's current behaviour is. You can have the employee's current performance evaluated by the employee himself, by the supervisor, or by multiple people in the employee's work environment. You determine on which competencies the employee's performance will be evaluated.

#### Strongest performance

- Works in an orderly manner
- Avoids making mistakes

### Potential

How much room does the employee have to grow in his position? The Develop answers this question, by not only taking the employee's current performance but also the employee's potential into consideration.

#### Most potential

- Devotion to quality
- Accuracy

#### Least potential

- Stress resistance
- Decisiveness