



The Flexible Talent Management Solution

Only available from OnTrack & Novations

Maximise your employee contribution



OnTrack International, the UK's leading learning, development and performance improvement consultancy and Novations, the leading global provider of research based human capital solutions, have combined strengths to build the most comprehensive end-to-end Talent Management solution available.

Together, OnTrack and Novations help organisations maximise the performance of their employees and build competitive advantage for their future through unlocking the contribution that most organisations strive, but rarely succeed in achieving.



Key Benefits Include:

- Gain greater alignment to the core values and expected behaviours of the organisation
- See a measured positive impact on individual contribution and group performance
- Experience higher retention of key employees
- Unleash the contribution of your employees to create additional competitive advantage
- Motivate the organisation through employees taking charge of their own development with the support of line management and HR

In the current climate of economic uncertainty, world class organisations across the globe are using this time wisely to take stock of their competitive position to ensure that their offerings meet the needs of their customers and that their people are appropriately aligned, engaged and capable of leading the company through the current stormy waters into the calm seas that will lie beyond.

The OnTrack and Novations solution is based on 30 years of research in this area and has the flexibility to help you build a seamless end-to-end talent management process designed to develop and retain key employees across your organisation.

So what do we really mean by an end-to-end talent management solution?

Engaging your employees begins by setting appropriate expectations. Employees must perform true to the core values and underlying competencies and behaviours that reflect how the company wants their employees to conduct business. Each role must not only be clearly defined as to what outcomes are expected, but also how you expect those outcomes to be achieved.

So how do we do it?

The OnTrack and Novations Talent Management solution uses the 'TOP' model to provide employees with a common language, toolset and feedback to help them understand how they are performing against these expectations, where their performance and behaviour related gaps are, allowing us to partner with you to determine how best to bridge those gaps that are most relevant for their success today and in the future.

Having identified the gaps we then work with each individual to identify the best combination of on the job and classroom based learning that builds their competence, confidence and capability to impact the success of your organisation.

Using a combination of feedback tools, group workshops and individual and group coaching we tailor the Talent Management solution to fit the needs of each individual within your organisation.

With our catalogue of interventions, knowledge and experience we assist the individual in addressing the needs we have identified. Combine this with the appropriate coaching, training, mentoring and our clear understanding of the company culture and mechanics, and it results in permanent behavioural change. This has a significant impact on the future performance of the individuals against stated individual and company objectives.

OnTrack and Novations have extensive experience in the Financial Services, Oil, Gas and Utilities, Technology, Telecommunications, Pharmaceutical and Manufacturing segments where organisations have benefitted from significant improvement in revenue and savings in costs from implementing tailored solutions to their unique challenges.



Our interventions have resulted in:

- The development of a product that added over £3m to premiums and increased the number of clients by 22,500.
- A revenue increase of £105,000,000. This represented a ROI on the learning and development intervention of 1,200%.
- Promotion of 1 participant to role of CEO and 6 to the executive team. Accelerated development of high performance, high potential managers for future readiness to take on executive roles.
- Directly attributable revenue increase equated to £500,000 within 12 months of implementation.