



Plan development activities

Evaluate the results

Analyze performance



People Development

Focused on developing the skills needed to grow your resources



For the **development** of specific **skills**

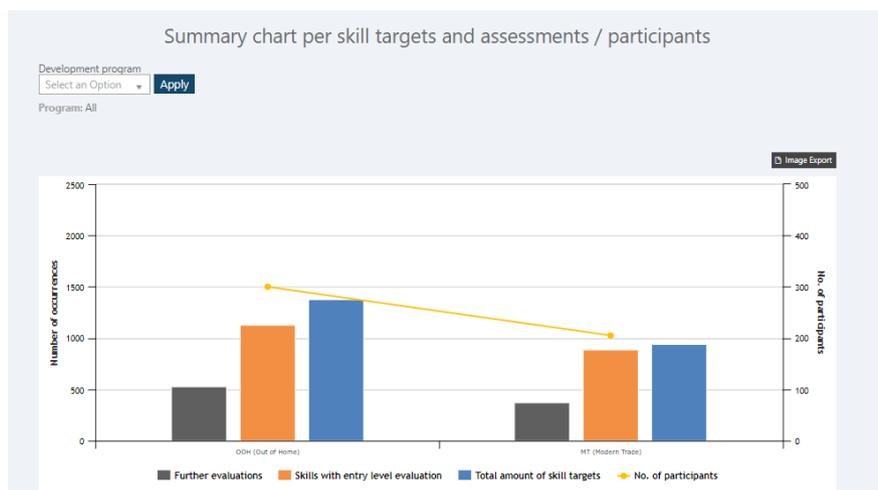
The People Development solution aims to allow managers to **manage the development of their resources, following one or more programs focused on the development of specific skills**. The development programs represent the target of competence to be reached and can be assigned to the users, organized in groups, departments, divisions and companies.

The **high scalability** of the solution makes it ideal for complex and highly branched organizations, such as large companies, franchises or sales networks.

At the center of the solution the most important aspect is the **relationship**, because the development of the competence is obtained through the constant interaction of each user with a tutor, through a constant flow of information on all the activities carried out in order to achieve the defined objective.

What functionality is available?

1. Set goals for developing specific skills
2. Plan and start activities and development paths
3. Monitor the process
4. Check the performance



A **simple** and always **accessible** tool

Quick exchange of information between user and tutor

The Exagogica solution is particularly effective because it is highly accessible: the exchange of information between each user and his tutor takes place via a structured messaging system, similar to a chat.

Thus, when a tutor, through the system, requests to carry out an action to all the resources that follow, they receive a message via SMS and, answering this, they start a **discussion thread** whose outcomes (action requested, approved, to be carried out, carried out, with a positive, negative result, etc.) are captured and stored by the system.

The use of People Development is, therefore, extremely simple and natural, but the information that is generated is all processed so as to provide all the indicators necessary to govern the process.



**Registration on the system of
the results of the actions**
(action requested, approved ...)



Learning objectives

Define learning objectives and skills development

People Development provides the tools necessary to better plan development activities. This is organized into programs, which are made up of a set of skills that all participants must reach at a certain level.

The **development targets** are defined as competences that are described and whose different assessable levels are set.

The system guides the administrator through the correct method of describing competences, so that objective observation checklists are defined to assign the various levels.

The possibility of associating documents, videos and questionnaires at each level of skills allows for the organization of a real knowledge base, that is a unique archive of teaching aids that can be used, also on the smartphone, by the participants during the participation in the programs .

What are the benefits?

With People Development you can **manage**:

- **Target skills**
- **The expected levels for each competence**
- **Required skills**
- **Tools and teaching material to support the various activities**



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Activities and development paths

Plan in detail personalized development plans

The competency development programs consist of **customized action plans** that each tutor defines and manages for each of its users during the program period.

The logical path according to which a program is carried out involves first of all an **assessment of the levels of competence at the beginning**, which can be carried out through an observation checklist, or through assessments (based on questionnaires).

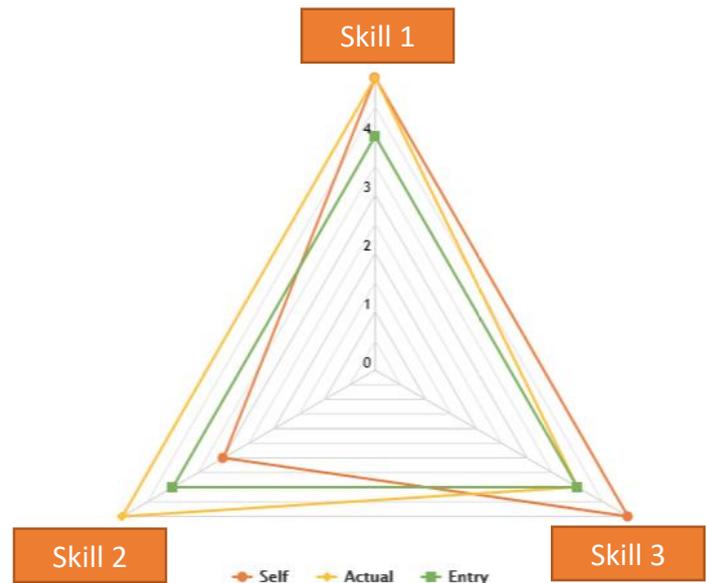
The skills for which gaps are found are the object of development plans, made up of progressive actions **to acquire all the individual capacities envisaged to reach a given level of competence.**

The deadline for participation in the program is when the user has reached the target level set for each competence.

People Development allows you to carry out and manage this complex process as naturally as we chat on our favorite app!

What are the benefits?

- **Initial assessment of skill levels**
- ***Assignment of development activities***
- **Check progress**
- **Evaluation and analysis of the results achieved**



3

Monitor the process

Check all activities related to development activities

Who controls the controller?

People Development answers this question by providing the tools necessary to keep the development process under control through simple indicators that the system provides in real time.

How many incoming evaluations have been made, how many actions have been requested, how many have been approved, how many have been completed, verified, validated, evaluated.

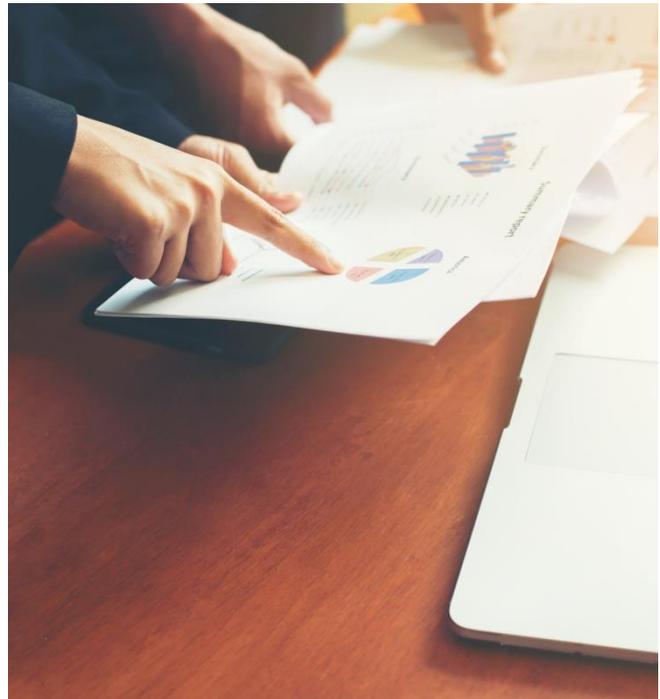
All this not only for each resource, but for each tutor involved and for each organizational level in which they are organized (up to a maximum of three levels in addition to the general total).

In addition to the **process efficiency analysis**, it is also possible to carry out **efficacy analyzes**, verifying at any moment which are the most developed skills, which are those still lacking and in which part of the population.

What are the results?

People Development allows you to **monitor and manage correctly**:

- **Delays in carrying out the actions**
- **The efficiency of tutors**
- **The involvement of resources**



4

Check the performance

Complete, available and updated documentation

The most complex question to answer after having developed a skills development program is whether this had an impact on the performance of the organization and, if so, which of the skills developed is the "key" one.

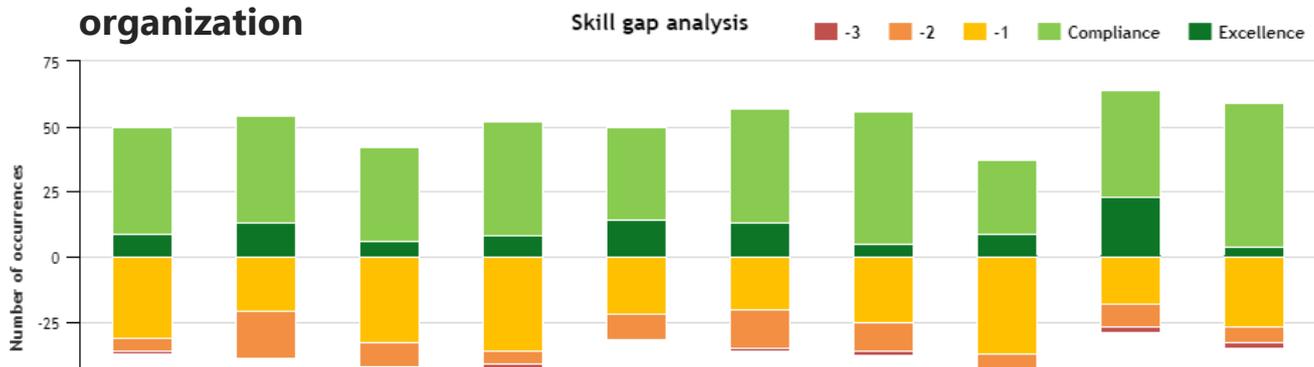
People Development makes it possible to carry out this **complex analysis because it relates the performance of each resource** (expressed through any indicator shown as a percentage) **with its results in the development of the expected skills.**

By analyzing trends on a monthly basis and comparing the results of different users, the visual analysis tools of the Exagogica solution are able to immediately highlight whether there are correlations between the increase in the skills of each program and increased performance.

What are the benefits?

People Development helps you **understand**:

- **What results each program had**
- **What effects did it have on the organization?**
- **What are the "key" skills for the growth of the entire organization**



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