

*Strategic*

# Online ~~Career~~ Development

(workshops too!)

Driving Strategy through Development, Software and  
Workshops for Managers and Employees since 1978

**WorkTeam**  
*Advantage*<sup>TM</sup>

C R E A T E D B Y :

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CONCEPTUAL SYSTEMS  
INTERNATIONAL

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# WorkTeam Advantage™

## *Organizational Career Development on the Internet.*

CSI has been creating on-line development systems since 1979 – that's right, since before the IBM PC was announced! We are pleased to offer the newest and most user friendly system yet – WorkTeam Advantage™. Based on our highly successful Development 21 Workshops for Employees and Managers, WTA has been developed using the most current web technology by a team dedicated to reliability and quality.

WTA helps individuals assess and plan their development with a focus on the organization's current and future business challenges. It is a genuine, forward looking process.

WTA also helps managers understand the development priorities for their workgroup and focus employee plans on competencies critical to success. The organization is assured that employee's career and development plans flow directly toward the competencies it will need to succeed in the future.



# Features



## The Strategic Development Plan

Let's start with results. WTA is designed to help employees create a development plan focused on meeting their needs and, at the same time, meeting the needs of the organization. When completed, the plan can be printed, emailed, or simply saved for later revisions.

## Easy-to-use

Ease of use was one of our most important design criteria. The best way to prove the point is to take a "test drive" of the system. You will find WTA intuitive and easy to navigate.

## Modular

The system contains 5 modules, each covering a part of the strategic development process. The user can use the modules one at a time or in any order.

## WTA Xpress

WTA Xpress allows the user to "get to the heart" of the process quickly and to document what they already know. If, however, they find they need help they can simply request help through our unique "Here's How" button.

## Step-by-Step

WTA provides this option for those who want to take their time and work through many of the questions raised by development planning. Step-by-Step is a series of activities that users complete, walking them through the WTA process.

## Here's How

All WTA worksheets have a "Here's How" feature. If employees do not know how to answer a question, or can not provide the information requested, they simply click on "Here's How" for more detail and guidance.

## Development Plan Archives

Employees can keep as many plans as they wish. From the Home Page or "My Plans", they can delete, rename, print, or email a plan. Each plan is also linked to a development discussion worksheet.

## Manager Module

New to this system is a module for managers. This module steps them through the process that supports their employees' development. They learn how to identify workgroup challenges, critical competencies, how to brief their workgroup on development priorities, and how to hold successful development discussions.

## On-line Assessments – Competencies, Interests, Values

Self-assessment is the cornerstone of any development plan. WTA provides on-line assessment of personal and work values, career interests using the Self-Directed Search by John Holland, and competencies. But that is not all, WTA also leads the user through an assessment of the organization so that they understand the context in which they are planning their development.

## Bookmark

WTA allows the user to leave the system and come back to exactly where they left off; No hunting through menus or re-entering information.

## Coach

On many of the WTA pages, background information is available from the "WTA Coach".

## Internet Based Delivery via ASP

The system can be delivered to your organization via the Internet. All the technical worries are ours. All you need to do is announce the WTA system's availability.

# Take a test drive...

See for yourself how WorkTeam Advantage™ can help your organization drive strategy through career development and manager coaching. Call us to sign up for a Microsoft Live Meeting Demo, or simply to test drive the system. We will be happy to provide you with up to 5 seats on the system to help you evaluate WTA.

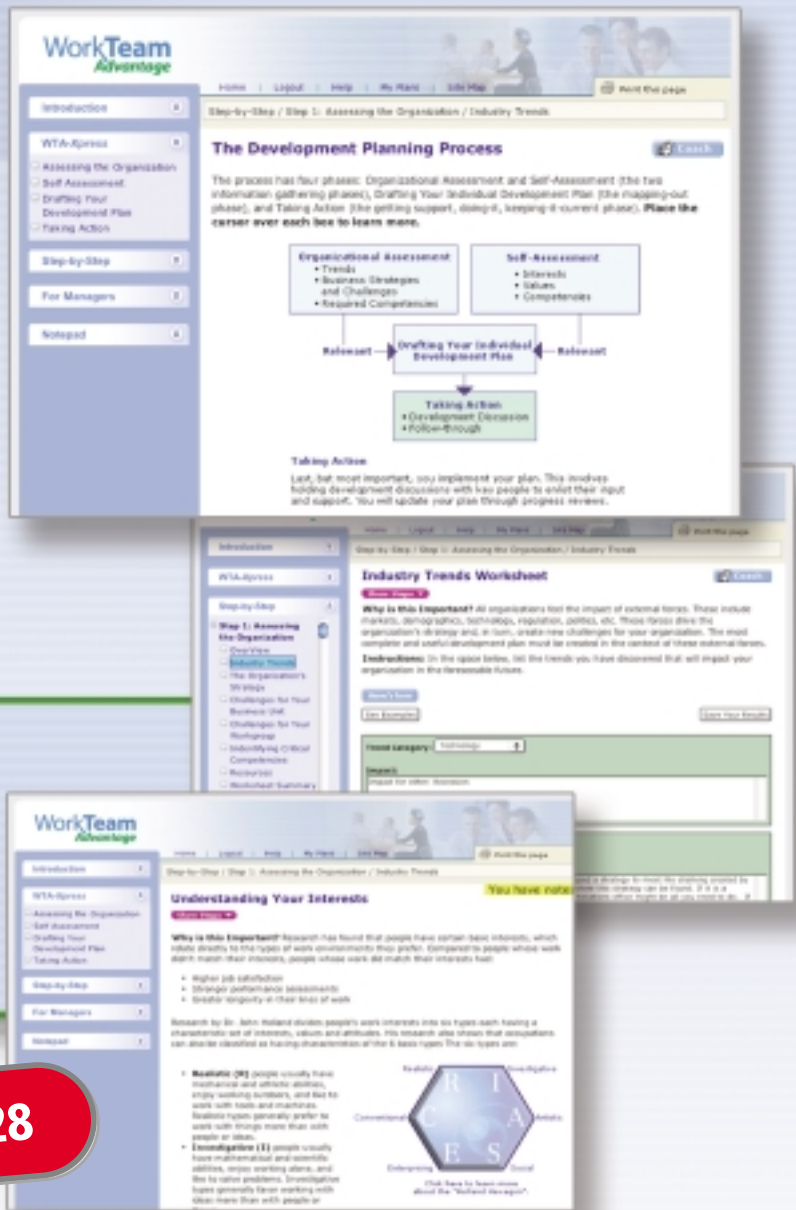
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