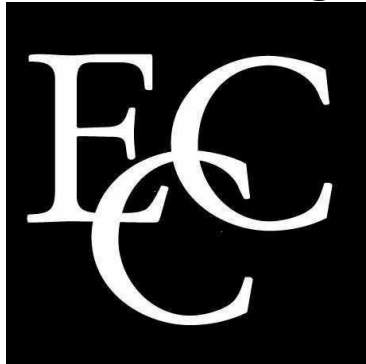


“Coaching at your desktop”



Is your organization looking for a tool that will:

- Improve employee performance to ensure business requirements are met?
- Provide career, succession and individual development planning?
- Leverage your training and development investment?
- Do more with less?

Introducing the Online Performance and Learning system (OPAL) by Development Dimensions International. This tool is appropriate for leaders and associates who could benefit from a just-in-time coaching and development resource.

OPAL®

OPAL is an advising tool for handling tough work situations and an online mentor for professional development.

OPAL helps shift the responsibility for personal and career development from the organization to the individual. **It provides a cost- and time-effective way for employees to assess and learn new skills to make themselves more valuable to your organization via a clear, intuitive interface right at their own computers.**

OPAL consists of two learning components:

- **Advisor:** a personal resource for handling tough work situations, including change, coaching, conflict, customer service, delegating, meetings and productivity.
- **Developer:** an online mentor for professional development, helps employees hone their skills, including adaptability, building trust, coaching, decision making, innovation, planning and organizing.