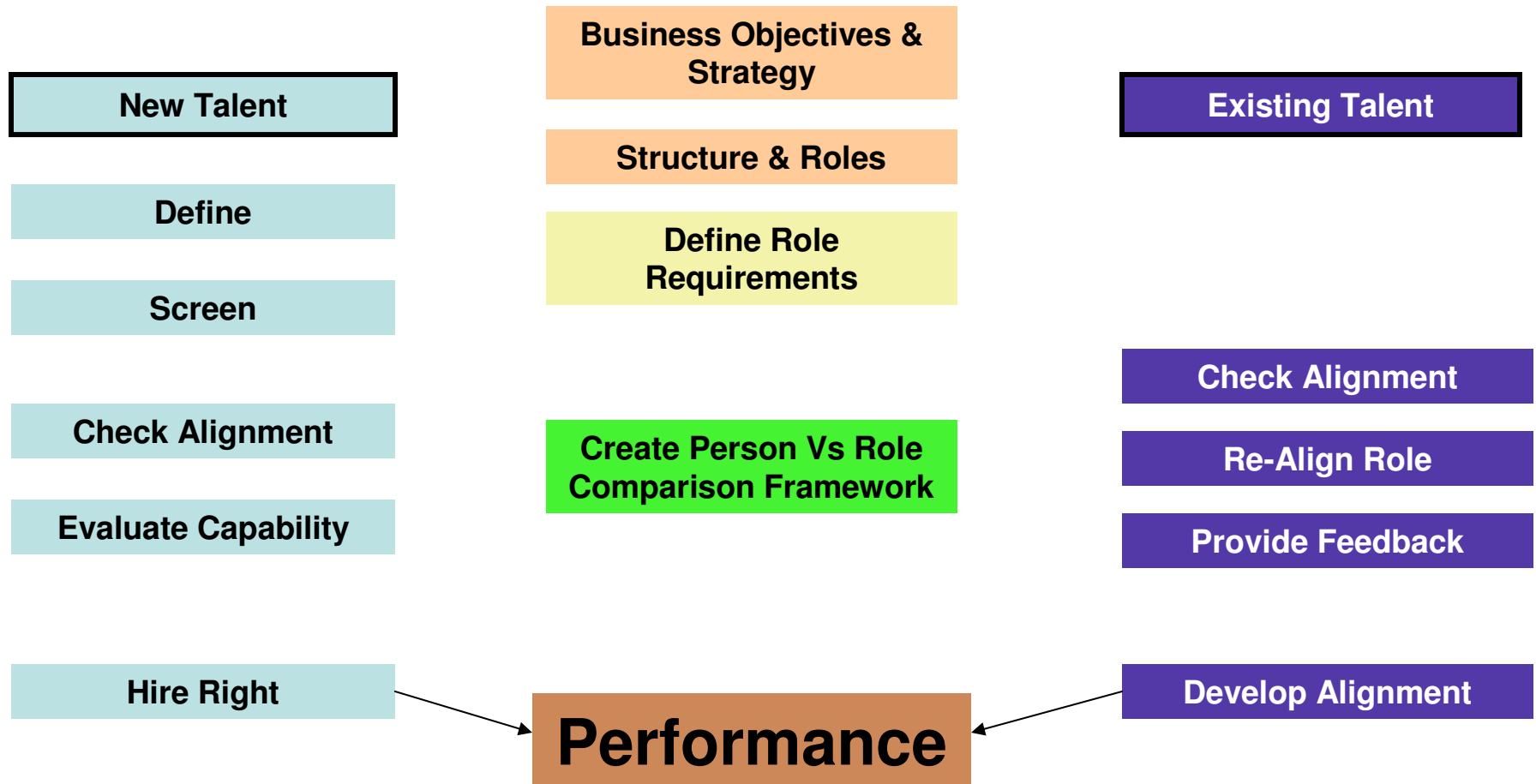


Why Align Talent?

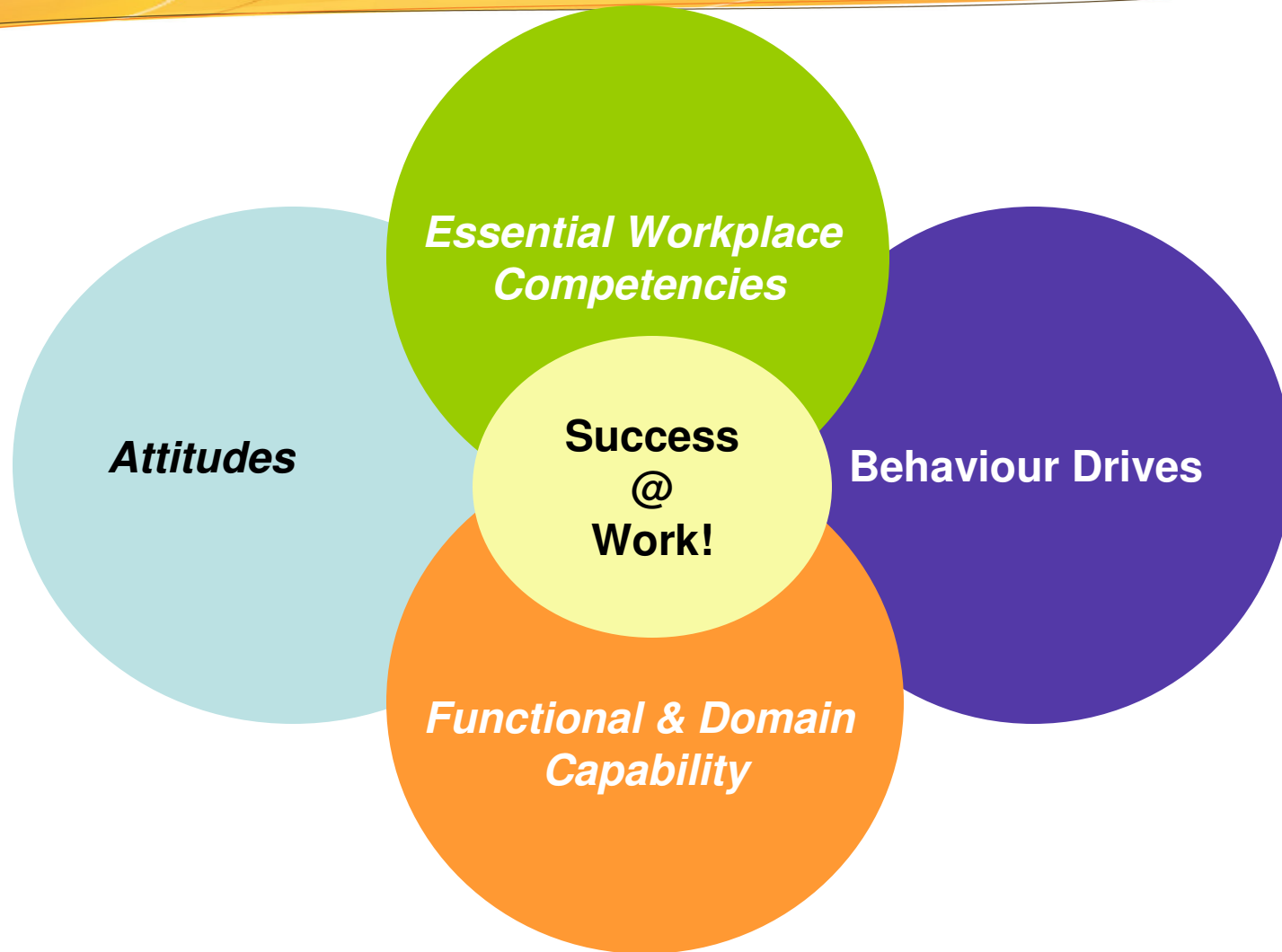


- *Employee Engagement is closely correlated to Business Performance.*
- *Employee Engagement is driven by the extent of alignment achieved between Role Requirements & Employee's Personal Attributes.*
- *Maximizing Talent Alignment through focused acquiring effort & development initiatives can be highly profitable!*
- ***What gets Measured, gets managed better!***
- *Measuring talent alignment with a scientific framework helps drive the Employee Engagement agenda effectively.*

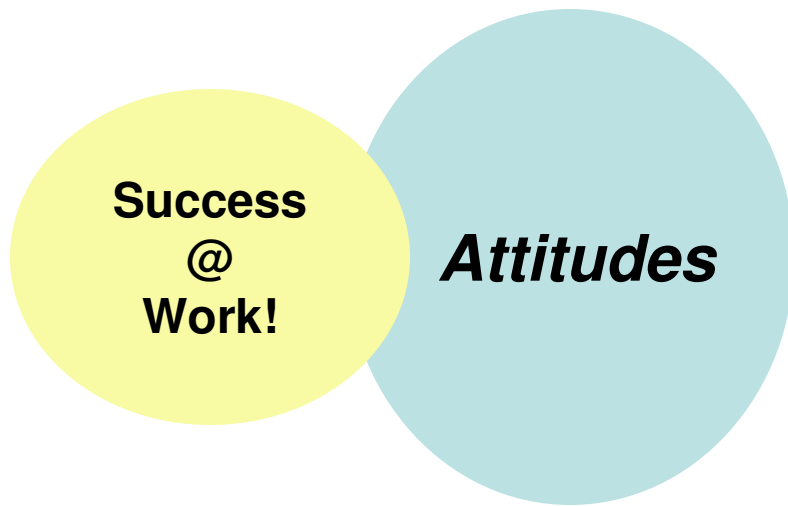
Aligning Talent - Flow



Measuring Talent Alignment



Measuring Attitudes



Orientation to Taking Responsibility

Measured as Internality, Externality (Others) & Externality (Luck) Using standardized, validated instruments & comparable to benchmark requirements for a role.

Orientation to Interfacing with others at work

Measured as Self Disclosure, Openness to Feedback & Perceptiveness to Cues/Signals from others. Using standardized, validated instruments & comparable to benchmark requirements for a role.

Measuring Behaviour drives



**Success
@
Work!**

***Behaviour
Drives***

Natural Behaviour Drives

Measured as **Task Orientation, Relationship Orientation, Analysis Orientation & Process Orientation** using a standardized validated instrument. Comparable to benchmarks developed specific roles.

Measuring Competencies



Competencies Necessary for Workplace Success

Measured in Seven Categories

Ability to Manage People in peer or supervisory interfaces

Ability to Communicate effectively (verbal & written)

Ability to identify performance issues & seek solutions

Ability to provide effective feedback

Ability to work in teams effectively

Ability to interface effectively with clients or external partners

Ability to plan & prioritize tasks at work for effectiveness

Measured in Seven Categories

Using a standardized validated skill testing instrument. Comparable to benchmarks developed for specific roles.

**Success
@
Work!**

*Essential
Workplace
Competencies*

Delivery Model



A Group of managers complete the iMentor Role Profiling system response by consensus – online (30 min)

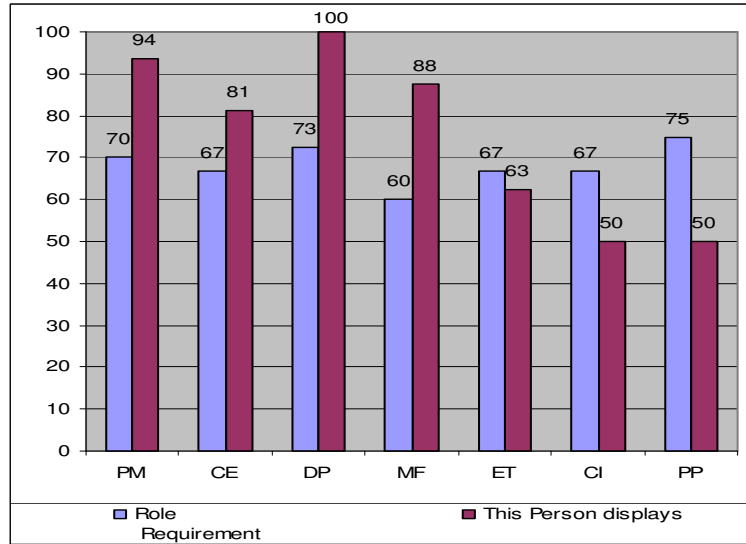
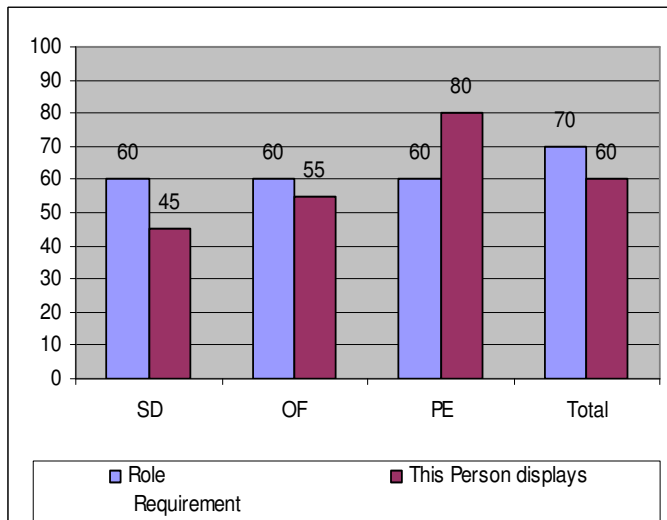
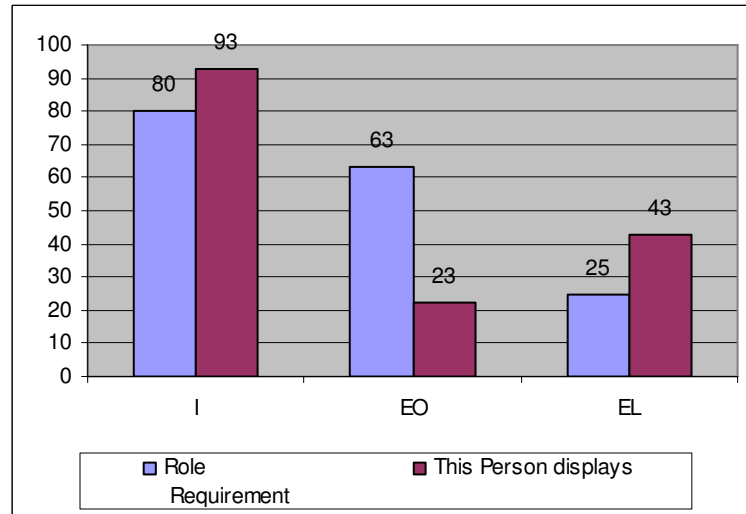
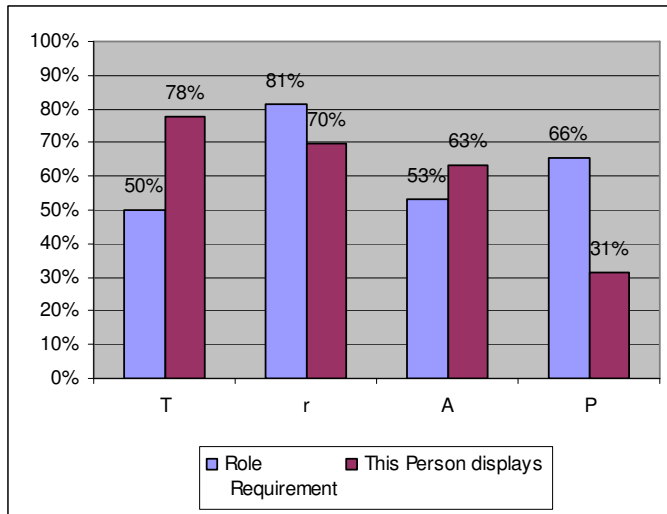
Candidate completes the iMentor Personal Profiling system response – online (30 min)

iMentor Role Profile Report is generated & role profile is data based for future Role Vs Person Comparison
Within 24 hours

iMentor Personal Profile Report is generated & is data based for future Role Vs Person Comparison
Within 24 hours

iMentor Role Vs Person Comparison Report is generated – within 24 hours of request & used for Selection or Development

Sample View



Value...



- *Hiring Role Aligned talent shortens cycle to peak performance*
- *Aligning available talent to right roles ensures employee engagement, productivity*
- *Objective measurement & feedback ensures Supervisor's understanding of team members & enhances employee confidence*
- *An average spend of under \$15 per employee can achieve perceptible improvement in team & talent alignment.*
- *What else might you be looking for...!*