



Predictive Analytics for selecting, developing, leading and engaging talent

# Organizational Competency Analysis

Harrison's library of leadership, emotional intelligence and team/ collaboration behavioral competencies enable your employees to compare their own behavioral tendencies to proven competency models.

Do you already have set organizational competencies or would like to create new ones? Harrison can assist in building a customized model that maps to your business strategies, mission/vision and cultural values.

## Many organizations profess to have behavioral competencies, however they often...

- do not clearly define what competencies actually mean in practice
- do not align competencies with organizational strategy
- do not have practices in place to optimize talent and self-awareness to impact business results

## Behavioral deficiencies do not show on your balance sheet, but dramatically impact it by...

- creating disharmony and costly employee turnover
- causing employee conflicts which hinder the organization's ability to compete
- damaging your company's reputation, thus making talent acquisition more difficult
- stifling innovation, creativity, and employee engagement
- failing to establish internal talent pipelines by hoarding and suppressing talent

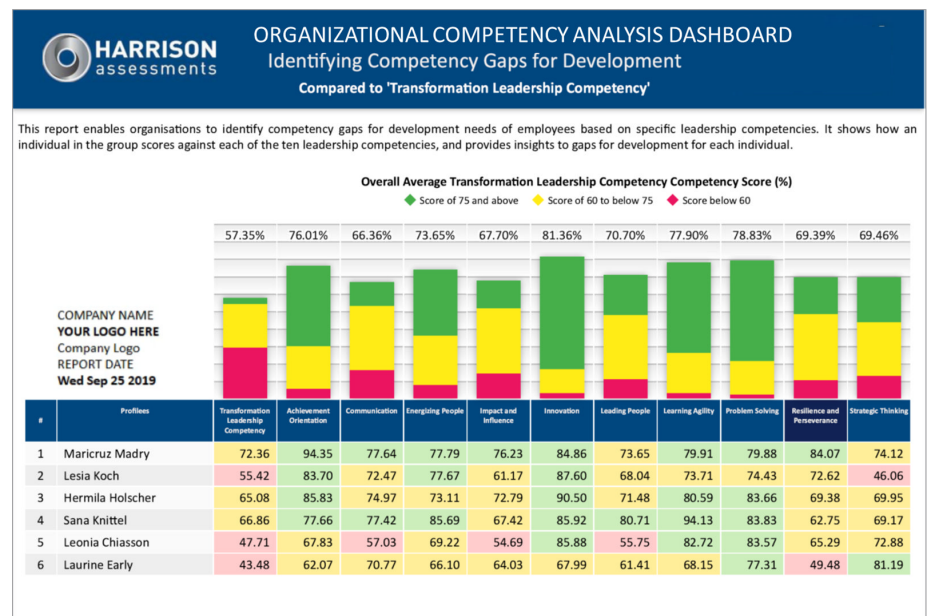
# Organizational Competency Analysis

## Identify Development and Training Needs

- Clarify the competencies required for organizational success
- Identify strong individual characteristics and determine if they are "derailers"
- Provide critical insights into mitigating the downside of potential "derailers"
- Map personal behaviors against a comprehensive set of organizational competencies
- Inspire change by recognizing individual strengths and pinpointing critical leverage points
- Build organizational capacity by investing in your employees and providing development opportunities which promote engagement and retention

## Data Analysis and Dashboard

- Colored bar charts depict the distribution of employee within 3 ranges, enabling identification of strongest and weakest competencies
- Overall employee analysis can be sorted and ranked according to each competency
- A list of individual competency scores for each employee, color coded according to range
- Individual competency analysis will display the individual employee's scores and can be ranked strongest to weakest
- Overall distribution of employees across score ranges can also be displayed as a group or team



## Harrison Talent Life Cycle Solutions

This powerful self-knowledge improves relationships and performance. Effective talent development facilitates strong relationships among employees, managers, coaches and teams. Harrison provides employers the comprehensive intelligence and data necessary to build these relationships, resulting in accelerated employee development, and increased employee engagement and retention.

