Strategic analytics can help you better understand the behavioral alignment of your workforce against your business objectives.

Our proven methodology includes:

- Understanding the specific context of your company and culture.
- Identifying the challenges or opportunities you want to address.
- Assessing targeted behavioral profiles and segmenting the data in relevant categories (business unit, function, hierarchical level, region, etc.).

### OUTCOMES YOU CAN EXPECT

Some recent examples of clients’ experience.

1. A leading consumer products retailer merged with its largest competitor to form a single $48 billion entity. A converged company strategy was defined, and an executive leadership team was formed with the goal of spearheading a major cultural transformation that would lead to a successful IPO within three years.

   SuccessFinder was used to identify the executive competencies needed to execute on this ambitious strategy. The team’s first undertaking involved revamping the role profiles of the top twenty positions in the company to reflect the new strategic plan. Several new roles were filled based on the new success profile, including those of CFO and COO.

   The result has been a seamless translation of high-level corporate strategy into the executive and managerial competencies needed to meet the overriding business objective. This was a key in driving the right behaviors so that this is now a single team aligned to shared goals that play to each player’s individual strengths.

2. A large international mining company wanted to both improve safety across geographies and have a positive impact on financial metrics.
The first action was to identify crucial roles that could have immediate benefit. A benchmark study was implemented for first-level manager mine operators which included the regional and cultural nuances important to success in each geography. SuccessFinder helped create a high performer profile for this role which is now used to hire and promote individuals in this crucial role.

In the first year alone, risk factors decreased and performance in the mines have improved to the extent that the model is being rolled out across the company.

3. SuccessFinder was asked to build a store manager profile for a large privately-held retailer. Not only did the business want to ensure the right team was in place to meet financial metrics but they also wanted to operationalize the core cultural values and behaviors key to their historic growth.

SuccessFinder built a behavioral model for both manager and director levels within the company. This retailer then promoted based on those profiles. The outcomes of the engagement included success across all financial metrics, including a dramatic increase in overall store revenues for the managers that aligned with the constructed profile.

At the end of each engagement, the insights presented from SuccessFinder data have engendered action by our clients’ leadership teams. Unlike many less effective HR strategies, these outcomes have proven to have lasting impact.

THE SCIENCE OF SUCCESSFINDER

With over four decades of research, we can predict success with an average validity rate of 85%. Why? Unlike most personality assessments that typically assess >20 behavioral characteristics, we have 120 components that capture the most complete profile for each individual test taker.

Once we have this very detailed behavioral profile, we match it against our expert models to provide valid results at the individual, team and organizational level. Both the quantity and the quality of data is the foundation upon which we extract high value insights.

The power is in the number of data points captured
BOTTOM LINE BENEFITS

By partnering with SuccessFinder for strategic talent analytics, our clients are making talent decisions based on a scientific approach to data that works in the real world.

Here’s what they tell us, we:

• Gain a better understanding of our people, including their natural work styles, fit with our culture, and potential for success.

• Use the analytics to make high-stakes talent management decisions that are aligned with our business strategy.

• Mitigate risks involved when executing cultural transformations and/or planning mid to long-term succession.

• Know who to target for promotion and into our accelerated leadership programs.

• Decrease training and onboarding costs due to a clear understanding of highest need behavioral change.

• Experience higher engagement due to people understanding and operating in their strengths.

• Increase retention due to knowing the behavioral fit, especially for hard to fill roles.

TALENT ANALYTICS DATA REPORT SAMPLES

The Leadership Scorecard report uses the averages and distribution of your talent pool to understand the strength of your incumbents against relevant SuccessFinder high performer benchmarks.

In the example below, the aggregate scores of directors and managers (in sales) are presented against how they compare to high performers in that role. All of this is live data and drillable down to the individual level.

Leadership Scorecard:

The data presented in the scorecard answers key talent management questions like:

What is the upward mobility potential of my management talent pool?
How do we compare to the best?

What are the implications for next transitions, succession planning?

LEADERSHIP SCORECARD

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<th>Director Potential</th>
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<td>Scoring above 60</td>
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HIGH PREFERENCE 100-60  MEDIUM PREFERENCE 59-40  LOW PREFERENCE 39-0
Team Scorecard by Competency:

In this report, we are showing the strength(s) of your individual team members across 26 unique behavioral competencies. Leaders can quickly assess individual as well as collective team styles for key insights into development and alignment opportunities. Asking questions is especially helpful if you are considering major change initiatives or need to understand team dynamics at a behavioral level.

Questions like:

*What are the collective strengths of the group? Where are there collective gaps?*

*Are gaps such that it will impact our ability to execute on our business objectives or strategy?*

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**TEAM SCORECARD**

![Scorecard Table]

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**About SuccessFinder**

*SuccessFinder* is a talent assessment and career success prediction company, proven in global and mid-sized organizations across the world. Our robust cloud-based solution is used to predict — with 85% accuracy — the “behavioral DNA” connection between people’s behavioral traits and their likelihood to succeed across more than 500 unique roles.

www.SuccessFinder.com