



Talent Development Solutions

Targeting Development Needs

Today's employers are challenged to increase performance and meet talent expectations, while at the same time maximizing the return on investment in employee development. The Harrison Talent Development Solutions uniquely meet that challenge through a broad range of applications that target development needs for specific jobs, match people to the right roles, facilitate employee engagement, develop job specific competencies, promote core values, accelerate leadership development, and enable managers to coach and engage employees.

Predictive Job Analysis

Harrison's Job Analysis System, based on our library of 6500 researched Job Success Formulas, utilizes customized assessments that empower managers to focus on the job specific skills and behavioural competencies that facilitate employee success. It measures 175 behavioural factors, including counter-productive tendencies that could derail success for specific jobs.

Key reports include:

- Development for Position
- How to Manage, Develop, & Retain
- Paradox Analysis
- Trait, Interests, and Work Environment Preferences
- Behavioural Pattern Analysis
- Work/Culture Engagement Analysis

Essential traits (in order of importance)		Negative Impact		Positive Impact	
Score	Importance	High	Low	High	Low
7.0	Finance / business:				
8.0	Numerical:				
8.7	Takes Initiative:				
9.4	Wants Challenge:				
3.8	Analyzes Pitfalls:				
9.2	Wants To Lead:				
8.6	Authoritative:				
8.2	Enthusiastic:				
3.8	Organized:				
Desirable traits (in order of importance)		Negative Impact			
Score	Importance	High	Low		
4.7	Collaborative:				
8.6	Computers:				
8.1	Influencing:				
8.6	Persistent:				
2.3	Precise:				
8.6	Self-improvement:				
4.7	Planning:				
4.1	Systematic:				
7.0	Self-acceptance:				
7.1	Frank:				
9.7	Pressure Tolerance:				
2.0	Writing / language:				
5.0	Enlists Cooperation:				

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Aligning Employer & Employee Needs

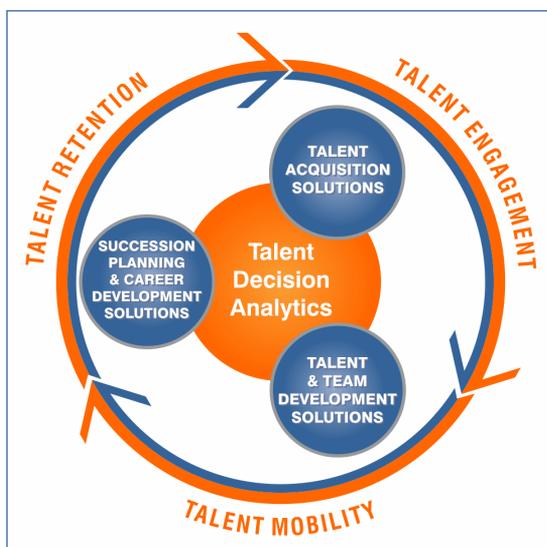
The Harrison Assessment Talent System maps employee talents to specific job requirements making it easy to ensure employees are in roles that leverage their talents. The organization's business objectives are aligned with individual employee goals, passions, and expectations. By demonstrating the company's interest in employee needs, you increase performance while at the same time engaging and retaining top talent.

The proprietary SmartQuestionnaire measures a full spectrum of workplace relevant issues in only 25 minutes. The Enjoyment Performance Methodology builds talent relationships by giving importance to what individual employees want and need, while at the same time identifying a comprehensive set of factors related to job specific performance. This results in accelerated development and increased return on investment.

Managers gain tools to monitor each employee's engagement and talent development, as well as coach each employee based on their individual needs and goals. Armed with an understanding of employee's needs, wants, motivators and attitudes, managers can easily address behavioural gaps through dialogs that address mutual needs. Managers are empowered with the tools to create effective employee development plans that target the employee's greatest potential and motivation to grow.

Paradox Technology accurately determines whether a person's behavioural tendencies are strengths or derailers in a given role-something most traditional assessments fail to do. It also provides employers with a way to emphasize what individuals are doing right, while at the same time encourage balancing factors that will enhance performance and job satisfaction.

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.

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