What does turnover or a "wrong fit" employee cost your organization in terms of actual costs, customer dissatisfaction and productivity loss?

Talent Intelligence

by

EXCEL GROUP
Development

Excel Group's
Talent Intelligence™ System

Identifying the Capacities to Excel

"The Excel TI™ Job Plus is a powerful position benchmarking system designed to help organizations hire more effectively, make betters succession plans, strategically develop their existing people and create a performance driven culture. The Excel TI™ Assessment is the most comprehensive, in-depth, real-world, easy-to-use assessment tool ever developed."

Organizations everywhere are seeking better ways to ensure they have the talent necessary to succeed with sustainable competitive advantage. The extent to which Jobs are appropriately assessed for talent dimensions and matched with successful candidates will determine the acceleration or restriction of high performance in achieving your organizational objectives.

Key Questions...

- **How can you maximize Talent match between the job and the person?**
- **What attributes are required for superior performance on this job?**
- **What are the internal motivators that the job rewards?**
- **What behaviors are necessary for success on this particular job?**

The Job

1

First, Assess/ Benchmark the Job!
Key Accountabilities Defined

The Excel TI™ System begins with a list of "key accountabilities" of each position being benchmarked. Key accountabilities (approximately 4-5) are the critical goals and key business successes the job is accountable for producing. Once defined, they serve as a reference point in the calibration of the **Excel TI™ Multi-Respondent Job Report.**

The Excel TI™ Job Plus Report is a job benchmark that allows up to 8 stakeholders to give input on the position. After the stakeholders have provided input through an online survey, it then provides a template for specific talent selection. Based on a unique 37-factor analysis, the Excel TI™ Job Report lists the job's requirements into three separate talent categories: Rewards/Culture, Behavioral Traits and Job Attributes.

The Talent

2

Second, Assess Personal Talent.
Interviewers agree that the interview process is highly subjective and minimally effective at best. What is needed is an unbiased assessment that reveals the VALUES that motivate a person to a job, the BEHAVIORS they will bring to the job, and whether they have the specific Capacities - or ATTRIBUTES -needed for performance on the job.

Excel TI™ Personal Talent Report.
The Excel™ Talent Report provides a summary of a person's talent to match the identical areas outlined in the Excel TI™ Job Report. Within the framework of a company's overall selection and development processes, this report reveals the WHY (values), HOW (behaviours) and WHAT/Will (attributes) an individual can contribute to a job.

Find sample reports and more online at
ExcelGroupWorks.com/excelTI.htm

The Match

3

Now, Match the Talent to the Job!
The Excel TI™ Match Report (Sample)
The right TALENT in the right JOB spells performance and productivity and reduced waste in achieving organizational plans. The **Excel TI™** System enables organizations to replace common biases often involved in the selection process with factual data based on JOB REQUIREMENTS.

Applications for Excel TI in your organization
The Excel TI™ System has been developed for a multitude of business applications, including:

- Job Benchmarking
- Talent Selection
- Employee Coaching
- Employee Development
- Performance Appraisals
- Succession Planning
- Organizational Development