



PEOPLE.PARTNERS
Human Capital Management Software

**ACCELERATING
YOUR TALENT
GROWTH**

CULTURE EDITION



CULTURE MANAGEMENT

CULTURE MANAGEMENT

	RECRUITMENT	SELECTION	ONBOARDING	DEVELOPMENT	PROMOTIONS	ENGAGEMENT	EXIT
JOB PROFILE							
BEHAVIORAL PROFILE							
COGNITIVE ABILITY PROFILE							
TEAM PROFILE							
EMOTIONAL INTELLIGENCE PROFILE							
MULTI RATER FEEDBACK							
LEADERSHIP PROFILE							
SJTS							
SIMULATIONS							
ENGAGEMENT SURVEY							
EXIT							

FEATURES AND VALUE

JOB PROFILING

The Leaderistiks Job Profile helps identify a set of behaviors and cognitive ability ranges that an ideal job incumbent should possess. The profile helps organizations define each job and then compare candidates against the job profile. The profile is also used for development and career management purposes.



The process of creating the job profile itself is beneficial to the organization as it enables further clarity about what is actually required for the role. The matching of candidates to the job profile also helps reduce bias and discrimination as one will compare the candidate to the job instead of a simple candidate to candidate comparison. Such a job fit approach helps tremendously to individualize selection and development efforts as organizations approach each candidate selection and employee development decision informed about the specific job fit gaps to be addressed.

The profile also provides specific probing interview questions that can be asked to deepen the understanding of each candidate's fit to the job as well as inform development decisions.

BEHAVIORAL PROFILING

The Leaderistiks Behavioral Profile provides insights into how people behave at work and helps individuals to become more aware of their own work style and that of others. Behavioral profile report provides feedback about the preferred behaviors of individuals, what motivates them, their core strengths and limitations. Other sections of the report include how individuals can work or be managed effectively. These valid and reliable insights will help you improve the outcomes of your people-related efforts across all areas of the employee journey including selection, onboarding, engagement, development, effective management, career management and team effectiveness.



The Leaderistiks Behavioral profile is based on the theory and works of many notable individuals including the early works of the Greek physician Hippocrates; Galen's typology of temperament in *De Temperamentis*; Avicenna's extension of the temperament theory in *The Canon of Medicine*; and most notably Carl Jung's typology in *Psychological Types* as well as the many works on personality popularly known as the Big 5 traits. The idea of using labels or descriptors has been there from the very beginning. We have used colors for two simple reasons. One, that it is very difficult to classify human behavior with one word or label. Two, it is easier for people to grasp the idea of typology through the association to colors instead of just one word.



We have used four color (energy) labels to classify the basic preferences of individuals. These are Red, Yellow, Green, and Blue. The four basic energies are then extended to 80 behavioral profile basic combinations that further extends to an individualized profile.

CAPABILITY PROFILING



Capability profiling provides insight into various cognitive abilities of an individual and helps understand how quickly a person will respond to challenges and learn new things. It also helps in predicting the potential of an individual to quickly take on a new role and how they will respond to development initiatives.

The Assessment will assist organizations in:

- Matching cognitive ability with job demands
- Identifying possible fast track potentials
- Effectively allocating the development efforts and resources by understanding development needs and potential
- Identifying the potential strengths and weaknesses of individuals and teams
- Screen candidates for mass recruitment or other roles
- Identifying whether or not candidates or employees are likely to be good problem solvers, negotiators or communicators
- Assessing whether or not candidates or employees will be able to hit the ground running, respond quickly to development and take on cognitive demands of the job



The cognitive abilities assessed within the Leaderistiks Capability Profile include:



VERBAL REASONING

The Verbal Reasoning assessment measures an individual's ability to draw accurate inferences from information presented to them either verbally or in writing. It also measures the ability to hold information in our short term memory while we use it to either solve problems, negotiate, draw conclusions or prepare documentation.



NUMERICAL REASONING

The Numerical Reasoning assessment measures the ability to make decisions or draw inferences from numerical data. The assessment measures the degree to which a person will be comfortable working with numerical data. This ability is important in work environments where working with quantitative information is a norm or in most mid-level positions where the preparation of budgets, analyzing trends, interpreting numerical data and the like are important.



PERCEPTUAL SPEED

Perceptual Speed refers to our ability to perform well on tasks and jobs that require high levels of speed and accuracy when it comes to visual perception. This includes our ability to quickly recognize and compare symbols, shapes, objects, figures and patterns.



SPATIAL VISUALIZATION

Spatial Visualization is the ability to perceive and transform shapes, figures and images in our mind. The assessment also measures our comfort and ability to maintain spatial orientation whilst moving or rotating shapes and figures in our mind.



VERBAL INTERPRETATION

Verbal Interpretation is our ability to recognize words with similar or opposite meanings. It is our aptitude to work in situations where a distinct understanding of written or spoken instructions is required.

TEAM PROFILING



The Team Profile helps organizations create an ideal team culture profile. Keeping in mind the objectives of the team, a profile is generated that specifies the capabilities and behaviors that are required for team success. The actual team profile is then compared with the ideal team profile to understand the team strengths, potential weaknesses and possible behavioral or capability gaps.



Leadership teams use the Team Profile to help align the team members on the required culture and capabilities as well as the ways to optimize the strengths of various team members. The profile can also be used effectively for Conflict Management within teams. For all new teams, such as project teams, this is a great way to come on the same page quickly and use a common language for team culture and team development.

The Team profile is designed to make the complex task of team analysis simple yet reliable.

EMOTIONAL INTELLIGENCE



Emotional Intelligence is often referred to as the competency of the stars. It's the great differentiator. The Leaderistiks Emotional Intelligence Profile measures four factors and sixteen facets of emotional intelligence. The factors and facets help individuals understand where they stand when it comes to their emotional intelligence and what they need to do to enhance each aspect of their emotional intelligence.



EMOTIONAL INTELLIGENCE FACTORS	FACETS
Emotional Mindset	<ul style="list-style-type: none">○ Happiness (How I feel about my past and present)○ Optimism (How I feel about my future)○ Self-Esteem (How I feel about myself)○ Self-Motivation (Capacity to pursue meaningful objectives)
Understanding Self & Others	<ul style="list-style-type: none">○ Self-Awareness (Understanding my emotions, their causes and impact)○ Empathy (Capacity to understanding the emotions of others)
Mastering Self	<ul style="list-style-type: none">○ Stress Management (How effectively we manage stress)○ Impulse Control (Resisting or delaying impulses and thinking before acting)○ Emotional Self Control (Capacity to regulate and manage emotions and make effective decisions)○ Bias Management (Capacity to recognize our biases and remain objective)○ Change Management (Capacity to Flex my approach and change my opinions and behaviors)
Mastering Self	<ul style="list-style-type: none">○ Assertiveness (How forthcoming we are when communicating beliefs, rights, values and opinions)○ Influence (Capacity to influence the emotions of others)○ Managing Relationships (Developing and maintaining meaningful relationships)○ Emotional Clarity (Capacity to direct oneself and make decisions without emotional dependence on others)○ Emotional Expression (Communicating my feelings to others)

MULTI-RATER FEEDBACK



The Culture Edition of People.Partners includes two kinds of Multi-rater feedback tools. One is the Customized 360 that organizations can use to measure the effectiveness of individuals on a set of competencies of their own choosing. You can even use different competencies for different folks. This is a great option for organizations that are looking to provide multi-rater feedback on their own set of competencies. The administrator will import the competencies within the system, select the recipients of feedback and nominate the raters for each receipt. You can then send reminders and generate the reports. The detailed report covers all of the multi-rater feedback needs and keeps the feedback confidential for all but the boss rater group.

The other option within the system is the Leaderistiks 360. The Leaderistiks 360 offers feedback on various competencies using the Leaderistiks Competency Framework. The various competencies fit into a framework that includes 4 overall Composites and 12 Factors. The framework is reliable yet simple to understand and rollout. It includes the following Campsites and Factors:

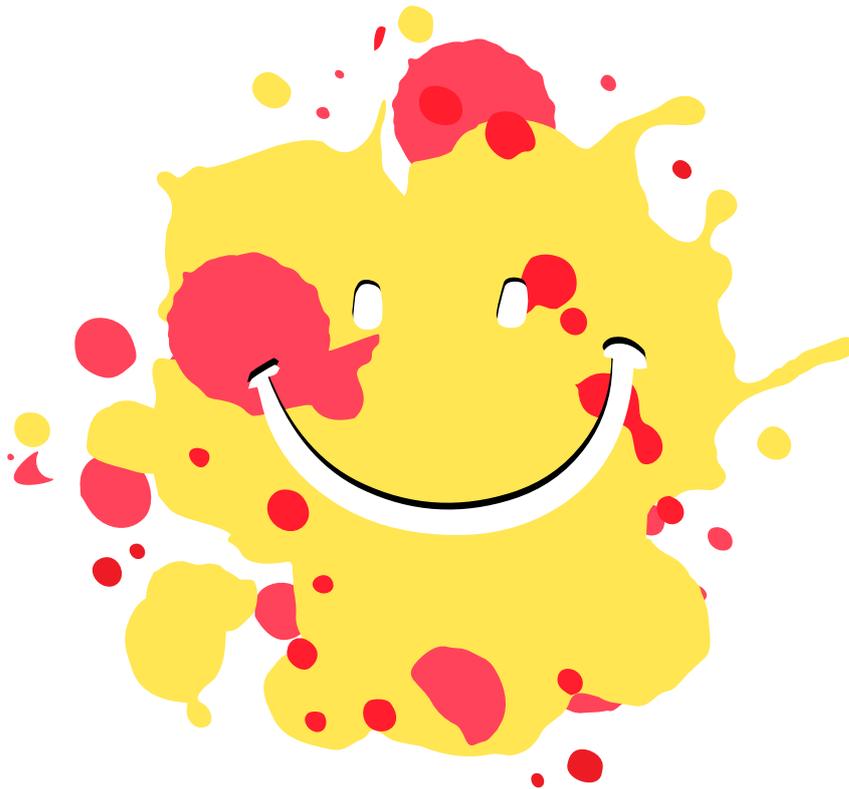


COMPOSITES	FACTORS
Thinking like a Leader	<ul style="list-style-type: none"> ○ Thinks about the Business ○ Thinks about the Stakeholders ○ Thinks about the Future
Acting as a Leader	<ul style="list-style-type: none"> ○ Acts Authentically ○ Masters Self ○ Acts Flexibly
Creating the right Culture	<ul style="list-style-type: none"> ○ Creates Partnerships ○ Creates Teams ○ Creates Engagement
Creating Results	<ul style="list-style-type: none"> ○ Creates Momentum ○ Drives Performance ○ Drives Results

All you have to do is identify the people to be assessed and those providing the feedback. The system will do the rest. A certified Leaderistiks practitioner can also help interpret the results.

ENGAGEMENT

The Culture Edition of People.Partners offers many options when it comes to measuring the engagement of people within organizations. These include a **Customized Engagement Survey**. This is where organization can build their own drivers and write their own questions or then select from our library of questions. You can then view the results in the form of a report or easy-to-view dashboards. You can even use the dashboard view to compare results from past survey results or then sub sets of the organization with each other.



The other option is the Leaderistiks Engagement Survey. This includes a specific set of drivers and questions to measure each engagement driver. An addition feature within the dashboard of this survey is that you can even compare results with an external benchmark. Some of the drivers that are measured using the Leaderistiks Engagement Survey include Job Clarity, Employee Development, Systems and Tools, Sense of Contribution, Recognition, Relationship with Co-Workers, Work Culture, Meaningfulness, Line of Sight, Trust, Work Life Balance, Sense of Progress, Faith in Leadership and Compensation and Benefits.

Another great feature of the Culture Edition of People.Partners is that it allows for Continuous Engagement Measurement and Feedback. The time, number and frequency of questions can easily be setup allowing for feedback to be collected as appropriate. Responding to real-time engagement has been seen to be far more effective than the once a year engagement survey. This is one more reason to use the People.Partners system.

EXITS

The data collected at the time of employee exit can be very useful to help create an ever-improving work environment. Our tool helps collect this data in two steps. One is the **Exit Survey** which can be custom built by the organization by using its own questions or then selecting from the ones available in our library of questions OR use our benchmark Leaderistiks Engagement Survey. The second step is to use the exit survey data to carry out the **Exit Interview**. The Exit Interview tool allows for the interviewer add notes to each non-confidential aspect of the survey.



Why PEOPLE.PARTNERS – Human Capital Management Software?

01.

Mobile App

Customers are given the Mobile App complimentary



02.

Service / After Sales Support

Our Team stands-by for addressing your concerns over Email, Phone and Customer Portal



03.

User Experience

With an extremely intuitive User Interface, a Virtual Assistant and Mobile App, you actually feel good using the system



04.

Flexibility

Developed from a strong product perspective, PEOPLE.PARTNERS is a parametric system, easily configurable for a variety of customers



05.

Dashboard

Our Dashboard can now be personalized and directly connects you to different parts of the system



06.

Pricing

You make sure you get the most value out of your investment!

