

Find Potential, Release Performance, Build Intelligent Metrics

ONLINE TALENT ASSESSMENT SOLUTIONS & HUMAN CAPITAL METRICS

Our Services

Talent assessment to find potential and promote diversity -

Talent & Social Media Sifting
Selection using psychometric tests
Job match using business-specific simulation

Talent development to release performance -

Define learning needs, develop learning plans
Individual and team e-learning and business simulation
Career and Leadership development

Talent dashboards to manage human capital processes -

Business & statistical research to define talent analytics



find potential
release performance



Phone: 01306 883 837
E-mail: michael.burnett@taranis-phi.com
www.taranis-phi.com



taranis-PHI
promoting human integration

Find potential and promote diversity

ONLINE TALENT SIFT & SELECTION SOLUTIONS

Online talent assessment solutions find potential and promote diversity

Sifting Applicants

Our talent & social media sift packages will help you quickly find and shortlist the people who have the potential to fit into your business. Using role-profiling candidate potential is measured not just experience so you can increase the diversity in your talent pool. As standard you will receive a tailored interview guide for each applicant, and you can request more detail about how they work in teams or have future leadership potential.



Selecting Talent

Our online selection packages incorporate the use of the most scientifically valid and business-relevant psychometric assessments available today. The results will help you understand the potential and the job match between applicants and your business. We offer a range of measures of potential based on personality assessment including **SHL's OPQ** as well as measures of ability. We will also build tailored online situational judgement tests to measure situational awareness and capacity to fit the specific needs of your business.

Sift & Select Solutions

Talent & Social Media Sifting

Create an online profile of the competencies and personal qualities you need for your business. Sift candidates on role-match and use a tailored interview to make a final decision

Selection using Psychometric Assessment

You decide what your talent needs are. We map your competencies, business performance aims and values onto a multi-stage online assessment process to deliver the people

Job Match using online situational judgement tests & simulations

We help you identify the most critical business situations that your people have to deal with, then match people to jobs with tailored online assessments of situational capacity and awareness

Phone: 01306 883 837
E-mail: michael.burnett@taranis-phi.com
www.taranis-phi.com



taranis-PHI

promoting human integration

Diagnose needs, increase self awareness and competence, release performance

ONLINE TALENT LEARNING & DEVELOPMENT SOLUTIONS

Online assessment of performance, competency, personality and skills

Learning & Development Needs

Active competency management takes the investment you have made in defining a competency framework and performance management to a new level. Online assessment diagnoses gaps in performance and values and defines individual and team behaviours, skills and attitudes to be targeted in learning & development.

Develop Talent

We believe that self awareness is the key to successful active learning and use the **NEO-PI** personality instrument to help your people to achieve this. You will also want to make sure that your people can transform your business to meet new competitive pressures and deal with ambiguity and uncertainty in risk scenarios. We help you develop business simulations to enable learning to take place to develop individual skills and to create effective teams. Diagnosis and learning interventions are packaged for career, team and leadership development.



Learn & Develop Solutions

Core competence diagnostic package

Diagnostic assessments measure core competence in terms of potential and performance. Learning needs are defined. Personality assessment is available to raise self-awareness and develop personal learning plans

e-learning and business simulation

Online simulations of actual, future and risk business scenarios are built to develop individual and team competence in sense-making and situational awareness

Career and Leadership Development

Maps competency and value needs against career paths and leadership development needs. Defines a blended mix of online diagnostic assessment, e-learning, online mentoring support and coaching interventions

Phone: 01306 883 837

E-mail: michael.burnett@taranis-phi.com

www.taranis-phi.com



taranis-PHI

promoting human integration

Human Capital Metrics to manage the business impact of Talent Processes

TALENT ANALYTICS & THE TALENT DASHBOARD

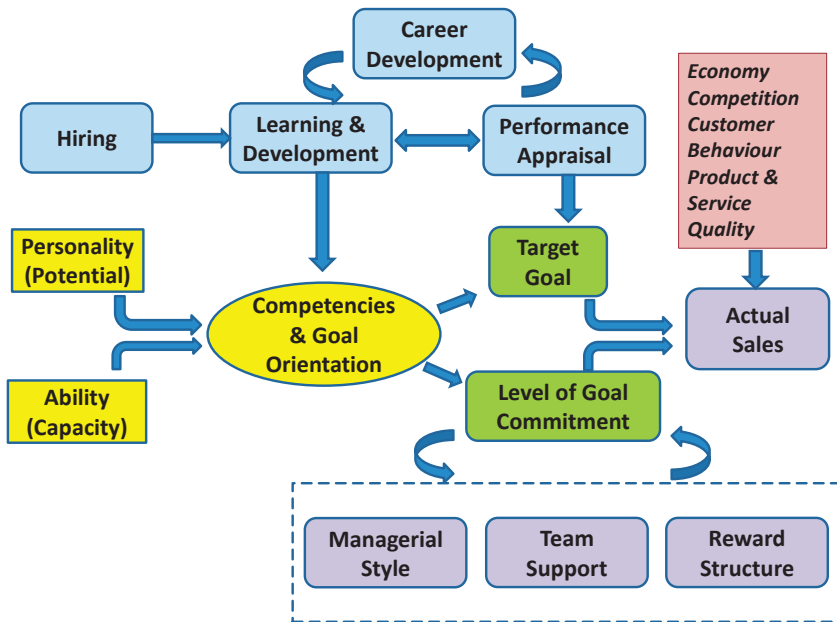
Integrated Talent Management

Measuring the impact of talent on business success

Quantify how your talent processes for selection, development and performance management interact with individual and team behavior to realize business strategy outcomes and build a strong organizational ethos.

Integrated Talent Processes

Aligning online assessment processes across social media, applicant tracking & learning management systems and performance appraisals provides the measures needed for end-to-end talent management. This enables you to build a talent dashboard spanning the major processes you will invest in to optimize the contribution your people make to your business. The talent dashboard means that you can move beyond efficiency metrics to understand and change the factors that determine actual business performance.



Human Capital Metric Solutions

Business Performance Improvement & Talent Analytics

We provide research and statistical expertise to help you to analyse how talent processes and the business context interact and can be managed to improve performance

Improve Talent Processes

We develop your Internal expertise in the use of talent analytics to monitor and predict future business performance through controlled experiments on new talent management processes and organizational changes

The Talent Dashboard

We help you build a talent dashboard combining measures of human capital process efficiency and effectiveness. This can be integrated into your organization's HRIS or integrated talent management system

Phone: 01306 883 837
E-mail: michael.burnett@taranis-phi.com
www.taranis-phi.com



taranis-PHI
promoting human integration