Talent Development Solutions

Targeting Development Needs

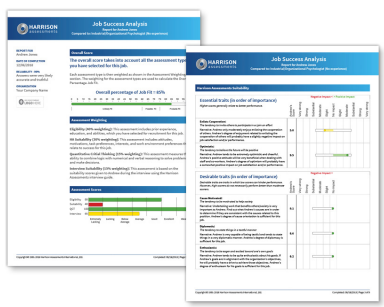
Harrison provides powerful insights to develop individuals and organizations. Actionable talent analytics are used by our customers globally to maximize their development budget. For individuals this includes role placement, executive coaching, performance development, individual development plans, employee engagement, leadership capabilities, and behavioural competency development. For organizational development this includes a deep analysis of leadership capability, talent pipeline, succession planning, team development, organizational engagement, and talent retention.

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:

- Job Success Analysis
- Development for Position
- How to Manage, Develop, & Retain
- Paradox Analysis
- Behavioural Pattern Analysis
- Work/Culture Engagement Analysis



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Aligning Employer & Employee Needs

Harrison maps employee talents to specific job requirements making it easy to ensure employees are in roles that leverage their talents. Organizational 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.

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 conversations 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.

SmartQuestionnaire

Harrison's proprietary SmartQuestionnaire measures a full spectrum of 175 workplace relevant factors in only 25 minutes. 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 job specific performance factors. This results in accelerated development and increased return on investment.

Paradox Technology

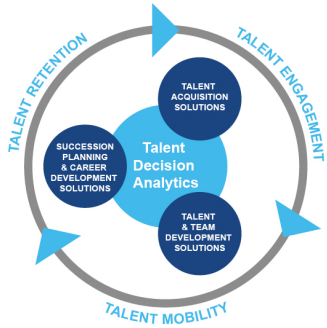
Paradox Technology accurately determines whether a person's behavioural tendencies are strengths or derailers in a given role - something most traditional assessments fail to do. It provides employers with a way to emphasize what individuals are doing right, while at the same time providing a framework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

Powerful Self-Knowledge

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.

Harrison Talent Life Cycle Solutions

Harrison Assessments uses predictive analytics to help organizations acquire, develop, lead and engage their talent. This comprehensive Talent Decision Analytics provides the intelligence needed throughout the talent life cycle to build effective teams and develop, engage and retain key talent. Contact us to learn how we help organizations make great decisions.



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