

Everyday Talent Management

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| 1 | Aligning people with jobs: Screening, interviewing & selecting top talent | PXT Job Match reports: Interview Guides and Performance Model Comparison reports to get the right person into the right job every time. Step One Survey for integrity screening. |
| 2 | Aligning managers with employees. Evaluating management effectiveness | Use PXT Managerial Fit report to address compatibility with direct reports. PXT Performance Model Comparison reports and Checkpoint 360 Reports offer actionable steps and IDPs (no guesswork). Leadership Approach report for self-awareness and development. |
| 3 | Identifying high-potential employees & managers | PXT Performance Model Comparison, Strategic Workforce Planning and Candidate Matching reports as well as Leadership Approach. |
| 4 | Establish benchmarks of success in each position | ProfileXT job studies to create customized performance models. |
| 5 | Performance Management | PXT Performance Model Comparison reports and Managerial Fit report recommendations |
| 6 | Improving employee motivation and communication | Managerial Fit report recommendations. Team building workshops around PXT Team Report. |
| 7 | Selecting & managing teams | PXT Team Report and PXT Managerial Fit reports to improve communication and alignment between boss and employee. Don't forget Leadership Approach report for the boss. |
| 8 | Employee Development | Career Pathing using Strategic Workforce Planning Report. PXT also allows for job sculpting around individual strengths assessment. |
| 9 | Competency Modeling: Identify Leadership Competencies for business units | Align Performance Models to Leadership Skills for key positions using PXT/PSA and 360. Discuss competency modeling. |
| 10 | Post-merger/acquisition integration | Utilize PPI Team Analysis for change management . From people management viewpoint, this assessment in combination with PXT will give leaders information on how to manage the employees in transition and will ease the stress on employees themselves allowing to quickly incorporate into the new culture. Managerial Fit will help address compatibility with new and old direct reports. |

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Because Great People Make Great Companies