

*Keeping top talent in an era
of almost full employment is
key to the success of any
organisation.*

*Now you can accurately
measure, assess and make
decisions objectively and cost
effectively using highly
accurate data*

Harrison Talent Life Cycle Solutions



Performance Benchmarking

Using the Harrison Talent Assessment Platform



Benchmarking Excellence



How would you like to predict successful hires?

In complex roles it takes between 12 to 18 months before someone is really up to speed in their new position.* During that time turnover can be high so how do you know you're going to get an "A" player?

You probably use recruiters and conduct interview after interview but it's still hard to tell whether you've got someone who's going to last the distance and contribute as a top performer. You may have already spent a lot of time training before you find out they are not really a good fit.

So how would you like data that will predict which of the people you hire will succeed?

* Harvard Business Review July – August 2017



Benchmarking Excellence



Performance Benchmarking provides a quantitative evaluation of the factors that explain job success and high performance.

The Harrison performance research methodology benchmarks key critical job success factors with actual job performance, resulting in a highly scientific, objective and measurable outcome for companies.

It helps provide information to improve job performance and determine what and where improvements are necessary. Using highly sophisticated technology, it identifies traits that differentiate high performers from average and low performers for a specific job. The result... better selection and targeted development that leads to higher performance!



“What we cannot measure, we cannot change. What we cannot change, we cannot improve.”

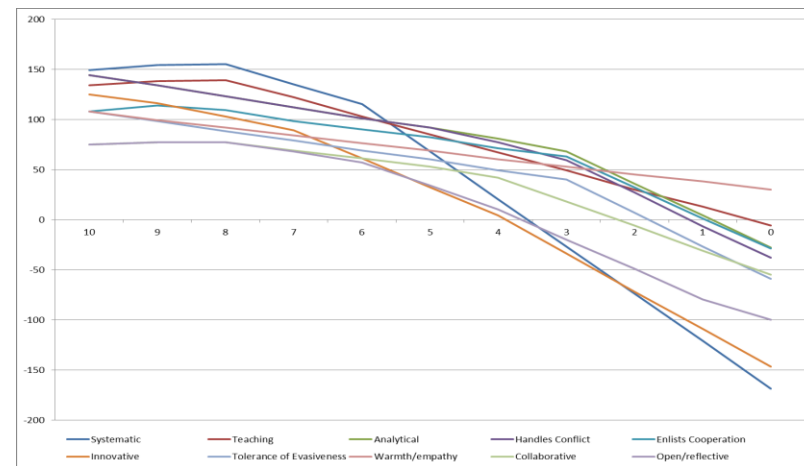


Performance Benchmarking Solutions



Performance Benchmarking quantifies and formulates the factors that enable employees to succeed

- Identifies **key success factors** that contribute to **role success** and **higher performance**
- Produces the ideal **ecosystem of traits** for role success
- Provides information to **improve role performance** and determine what and where improvements need to be made
- Identifies traits that **differentiate** high performers from moderate and low performers



Determine the key success factors, as illustrated in the graph, for the specific job:

- How important each of these factors are in relation to each other
- What level of impact does each trait's intensity have on overall performance



Performance Benchmarking Solutions



How Performance Benchmarking Works

- Identifies traits related to success in a key job role that is **benchmarked against actual performance data**
- Delivers a **job success criteria** customised to the role requirement that can be used to consistently identify high performers
- Draws from **175 factors** that relate to performance for a specific role – including attitudes, motivation, interpersonal skills, work preferences, task preferences, work environment preferences and interests
- Identifies not only the **importance** of each factor in relation to each other but also the level of **impact** of each trait's intensity on overall performance
- Uses highly sophisticated **artificial intelligence technology** to determine and formulate the related traits.



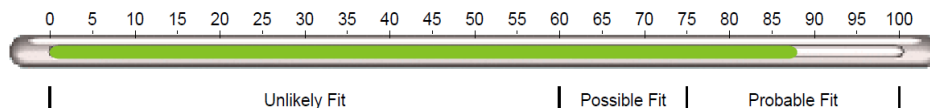
Harrisons Unique Solution



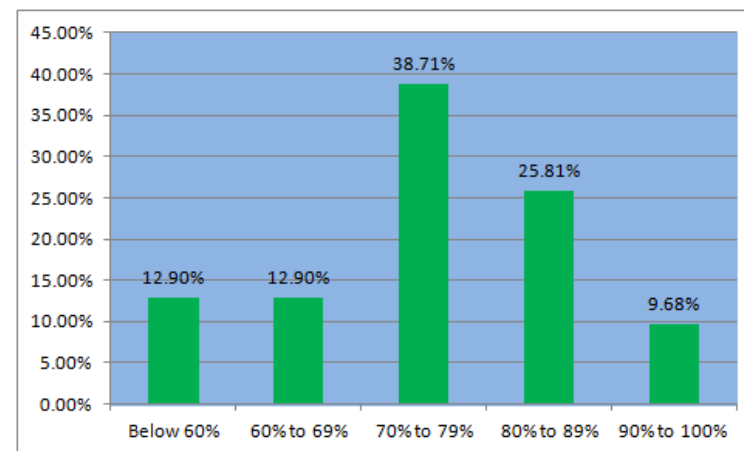
Identify suitability fit

Overall percentage of role suitability fit:

Percentage	Fit
0% - 59%	Unlikely Fit
60%-74%	Possible Fit
75%-100%	Probable Fit



Identify suitability across your employees





Get Started

Harrison Talent Life Cycle Solutions



Harrison Assessments knows your talent management business challenges intimately, having worked with tens of thousands of customers around the world to assess and develop their potential

Learn how to easily source, recruit, develop, and retain your top talent with an engaging talent management software suite

For more information

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