

Organizational Analytics

Online Interactive Dashboards

Harrison Assessments' Organizational Analytics solution enables you to inspire a **culture of engagement, retain key talent,** and **build the behavioural competence** that drives high performance. Our online interactive dashboards for **Engagement, Behavioural Competencies, and Paradox Mastery** allow you to easily identify development areas using the traffic light colour scheme. Select groups to analyse by department, team, or manager using **customizable tags** and easily generate reports. The **Organizational View** allows you to view group trends while the **Individual View** allows you to drill down to each employees' key factors.

Engagement Analytics

Engagement Analytics measures an employee's **employment expectations** and the degree to which they believe their expectations are **being fulfilled.** The Organizational View for Engagement bar chart shows **18 engagement factors** ranked from left to right, according to importance given by employees. The Individual View for Engagement allows you to easily identify areas of concern for each employee in the selected group.

- Retain top talent by **understanding what is important** to individuals and groups
- Make **performance reviews comfortable** and productive for everybody
- Create engagement strategies for all levels of the organization
- Develop leaders' capability to **engage and retain top talent**
- Generate detailed individual and team engagement reports
- Track engagement year-by-year

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Behavioural Competency Analytics

Behavioural Competency Analytics enables you to **build the behavioural competence that drives high performance.** It measures your employee's competency levels across **leadership, emotional intelligence, remote working,** and **collaboration.** You can even **map your own** organization's competencies and include them in the system. This data enables you to target development on both a group and an individual level. These **behaviours influence your ability to execute strategy.**

- Measure Senior and Emerging Leadership, Emotional Intelligence, Collaborative, Remote Worker and Remote Manager competencies from the Harrison library
- Incorporate your own custom behavioural competencies
- Develop competencies for individuals, teams, departments, and organizational level
- Gain insight into the specific set of behaviours that impact each competency and develop actionable development plans

Paradox Mastery Analytics

Explore Paradoxical behaviours **important to a specific job or role** at the Organizational Level. Paradox Mastery Analytics provides deep insight into individual, team, and organizational strengths as well as potential derailers. A **cultural scatter chart** analyses company **culture** related to paradoxical abilities. It enables you to **target employee development** across teams, departments, or divisions.

- Explore paradoxical behaviours important for a job or role
- Discover the **level of mastery** for each paradox related to a job or role
- Leverage and build upon strengths and identify hidden potential derailers
- Proactively **manage stress behaviours**
- **Assess company culture** with scatter plots, colour-mapped for clarity and easy interpretation
- Generate individual and team reports with colour-mapping detail

Subscription Options

The Organizational Analytics subscription period is 12 months from the date of purchase. You can include any number of employees and add more during the subscription period. There are four subscription options available. You may upgrade at any time.

Organizational Analytics - the core subscription provides a low-cost entry point to view group data for Engagement, Behavioural Competencies and Paradox Mastery with the flexibility to purchase individual data at your discretion.

Engagement Analytics - add individual Engagement data and reports for all subscribed employees.

Behavioural Competency Analytics - add individual data and Behavioural Competency Overview Reports for all subscribed employees.

Premium Analytics package - includes all individual features of the above.

Click here to contact Harrison Assessments for pricing in your country.

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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