

Team Development Solutions

In today's complex work environment, individual talent is not enough to succeed. Team performance is equally critical. Harrison's Team and Organizational Development Assessments allow you to assess key talent functions by manager, department or the entire organization. Individual SmartQuestionnaire data is collated across groups providing actionable insights into succession planning, building effective teams, creating an engaged culture, developing behavioural competencies, and retaining top talent.

Team Paradox Analysis

Harrison Assessment's Paradox Theory reveals team dynamics in a way that has never before been possible, enabling individual team members to understand how their own behaviours contribute to or obstruct team objectives. Reports provide a step-by-step plan in which each team member can make adjustments to improve team performance.

The Harrison's Team Paradox Analysis provides a dynamic team building tool to:

- Create effective interactions to enhance team performance
- Discover the strengths and challenges of a team including team decision-making potential
- Identify the best roles for team members
- Assess the potential and causes for cooperation or conflict
- Establish clear guidelines and processes for effective interactions
- Reveal blind-spots that may undermine performance

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Team & Organizational Development Solutions

Individual and Team Action Planning

Harrison's Paradox Technology provides individual team members with a clear understanding of their own behaviours that enable them to become more effective team members and leaders. Reports include a mapping of stress behaviours and how those impact individual performance as well as team performance. By assessing team leaders and the entire team's behaviours against key paradoxical principles of leadership, managers can implement practical actions that facilitate mentoring, coaching, building effective working relationships, engagement and retention.

Team members are highlighted by a letter and displayed in conjunction with all other team members. The manager can be displayed in a different colour. This diagnostic analysis creates an accurate view of how team members interact to enable or inhibit team effectiveness.

By applying the analysis to the 12 sets of paradoxical traits used in the Harrison Team diagnostic analysis, you will foster actions to accelerate team performance.

Engagement & Retention Analysis

Check your engagement pulse across individuals, groups and organizations with our quick and effective engagement survey. Discover important employee expectations, current fulfilment levels and supporting behaviours.

Cultural Analytics

Measure organizational behaviour and behavioural competencies across various levels of the organization (senior leaders, managers, different departments) and discover a roadmap to developing the culture that will achieve your mission.

Job Analytics & Performance Benchmarking

Use your existing performance data combined with individual SmartQuestionnaire results to build custom Job Success Formulas, specific to your organization, for the highest predictive ability. Take your predictive talent analytics to the next level and make the best possible decisions about your people.

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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