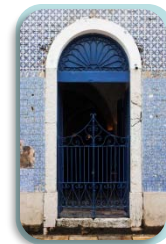


Jason Kleid

Changing Lives » Optimizing Performance

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Senior Sales Strategist, Facilitator
& Executive Coach



USA



Europe



Asia

Role Clarity, Talent Acquisition and Job Fit

Value Statement

Hiring the right person for the job is more important than ever. The cost of the wrong person in the job is easily documented and financially quantified. Our job modeling for role clarity and talent assessments ensure you're hiring the right person for the right job. We can handle the entire search, benchmark the job and assess your candidates.

Job Benchmarking

If a job could talk, it would explain precisely what was necessary to achieve superior performance. We could ask it to tell us about the:

- Knowledge a person needs
- Personal attributes required to drive success
- Rewards for superior performance
- Hard skills vital for the job
- Behaviors necessary to perform at peak levels
- Intrinsic motivators

But we know a job can't talk, right? We use a patented process that leads to an understanding of the knowledge, intrinsic motivators, personal attributes, behaviors and hard skills required of each key accountability for the job in question.

Talent Assessment for Your Candidates or Your Team

We use the TriMetrix Talent HD®, the leader in talent assessment, to match people to jobs. Identifying a person's talent to determine job fit requires much more than good behavior-based interviewing skills and a list of technical questions to ask. The TriMetrix Talent HD profile identifies the person's workplace motivators, behavioral style and work-related soft skills. The TriMetrix Talent, when used with a TriMetrix job, provides incredibly rich insights. A gap report and development coaching reports make what we offer a total talent management system. Applications for the TriMetrix go beyond the hiring stage to include new-hire on-boarding, professional development goal setting and planning, managing and motivating strategy, and succession planning.

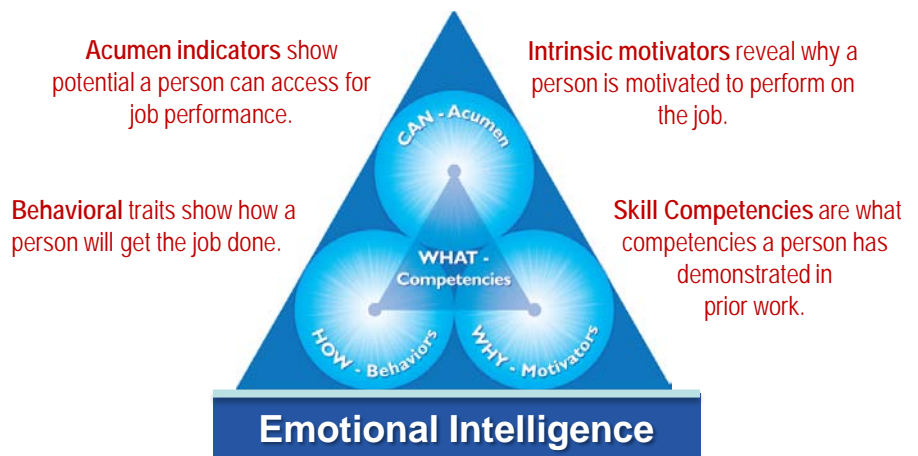
STRATEGIC TALENT ACQUISITION, DEVELOPMENT & RETENTION SERVICES

- Make the most of your technology – Get the right people on board
- Transform talent acquisition from art to science
- Enhance your bottom line through more effective people management

ALIGNING TALENT TO ROLES IS THE KEY TO SUCCESS

Our Strategy Services employ leading-edge people strategies not commonly found in HR and Financial Systems Implementation firms. Aligning talent to roles is a key part of any successful project. We provide expertise, methods and tools to identify the required workforce skills and competencies needed to achieve the strategy.

Our core competencies blend strategic thinking with best-in-class HR and Financials implementations. With our rapid prototyping methodology, seasoned and certified project managers, and experienced functional and technical consultants, we quickly and painlessly take companies from needs analysis to production. That takes talent. The same talent assessment and job matching strategies that enable our success are offered to you.



Acumen indicators show potential a person can access for job performance.

Intrinsic motivators reveal why a person is motivated to perform on the job.

Behavioral traits show how a person will get the job done.

Skill Competencies are what competencies a person has demonstrated in prior work.

Emotional Intelligence

Emotional Intelligence (EQ) allows the skills, behaviors and competencies to function at full capacity.