



THE FUTURE OF ASSESSMENTS Automate for ROI

Human Capital Analytics

Invest in Your Greatest Asset, Your Workforce

It's no secret that talent is critical and scarce. For the future of HR, this talent dilemma means getting smarter about Human Capital -- which CEOs across the globe are calling their biggest challenge.

Competitive companies are looking for new methods to transform Human Capital to counter slow market and economic growth. There's a growing demand for new resources to transform every organization's most valuable asset -- their people.

To combat the talent crunch, assessments have been the go-to tool of choice. But face it: diagnosing the problem isn't a cure. To guarantee the health of your people and your organization, you need more. You need something that picks up where the assessment stops. You need a treatment plan, a prescription.

You need the HRxPlan Platform.

\$450

billion to \$550 billion - the estimated annual cost of demotivated and disengaged employees in the US.

- State of the American Workplace, Gallup, Inc., 2013



Companies with higher engagement levels outperform industry competitors by more than four times.

- State of the American Workplace, Gallup, Inc., 2013

HRxPlan isn't an assessment. It's a software application that creates a unique Action Plan based on individual assessment results.

If a team member scores poorly in an area such as communication, HRxPlan automatically follows up with a recommended course of action — books, workshops, trainings, and webinars. And as the employee advances along their treatment plan, HR reps and managers can track their progress on a dashboard.

Here's a point-by-point rundown on how it works:

After creating the customized Action Plan, HRxPlan works behind the scenes with automated tracking that makes sure everyone continues to grow.

For HR and managers, visual dashboards are created to show the real-time progress of each employee. They can even use metrics and milestones for each recommended action -- such as assigning a 30-day time line to finish a book.

HRxPlan even makes adopting new corporate policies and initiatives much easier. Distributors and HR Departments have the ability to add additional content for recommendations: If an organization has mandatory sexual harassment training, they can include it as part of each employee's Action Plan.

Employees can even build personal plans next to their customized Action Plans to drive engagement.

Comparison tracking can show HR Departments and managers what methods are working for their workforce -- and employees can even retake an assessment a year later to show their improvement! Plus, any information in HRxPlan can be shared with existing HR Management Systems and Learning Management Systems.

Additional actions can also be directly added to an individual's plan by the HR department. For example, historical data contained within Salesforce can be accessed and used to create actions for the Action Plan for both sales and customer service reps. The flexibility of the HRxPlan platform also provides for a wide array of custom configuration options including "white labeling" options by third party companies.

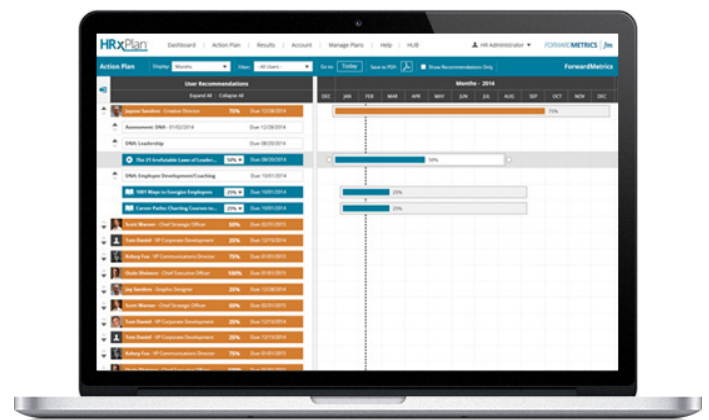
And ... gamification capabilities are coming soon!

So give HR the tools they need for continuous learning and continuous management with HRxPlan.

77%

of executives and managers find workforce performance to be the most important metric.

- Ventana Research



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