



## Welcome to Talent Analytics Provided by TurboCoaching.com

TurboCoaching.com has partnered with Talent Analytics to bring a variety of tools to the day-to-day management of individuals, teams and entire organizations. We chose Talent Analytics for our clients because their tools make data meaningful and useful. Here are a few of the most popular tools. We look forward to working with you to integrate one or more of these tools in your daily management of your team.

### **Advisor™ Provides Performance Intelligence to Engage Employees**

Advisor gathers human behavioral and ambition characteristics into easily understandable metrics, which tie directly to business performance. Advisor quantitatively breaks out what makes a company's team tick. This key technology links corporate culture to business operations and outcomes. Advisor transforms "people issues" from the world of mystery to the world of metrics and encourages businesses to compare leaders, try on teams, and forecast how decisions will be embraced (or not).

### **Team-at-a-Glance™ Allows Managers to Visually Analyze Teams and Instantly Understand Dynamics**

Team-at-a-Glance™ has beautiful, easy and addictive "on the fly" visualizations encourage business professionals to iteratively show team synergy and strengths, designing teams to meet the needs of their business goals. When managers need to introduce change, their communication can make the difference in terms of minimizing resistance. Team-at-a-Glance enables business leaders to better communicate with those most likely to resist change. Having this critical insight – ahead of time – allows managers to design communication strategies that "work" for different talent needs.

### **Team Playbook™ Is A Practical Guide for Understanding Individual Preferences of Direct Reports or Teammates**

Advisor's Team Playbook™ is an easy-to-generate (think "seconds" not hours or days), portable communications guide providing accurate communication preferences for teams, entire companies or individuals. The Team Playbook™ format is a valuable way for an individual to quickly brief himself or herself on a manager, colleague or direct report to ensure a more positive and successful interaction.

### **Leadership Assessments Help Executives and Managers Increase Leadership Effectiveness**

Leadership Assessments provide insight into how your existing leadership style (and those of the people around you) either work for or against your goals. Leadership assessments provide valuable data to make necessary adjustments for increased productivity and results. These tools provide an unbiased method of understanding both the Performance Style and the Ambitions of a leader and their team members – characteristics you can directly match to the requirements of the role, the goals of the leadership team and the goals of the company.



## Advisor™

### Performance Intelligence to Engage Employees

Today’s assessment tools provide business managers with the unique ability to understand job candidates and employees in great detail. When the need arises to understand and analyze dozens, hundreds or thousands of individuals, the wealth of information provided in the assessment reports can become prohibitive.

The need for technology to analyze large volumes of results in an unbiased, immediate manner becomes paramount. Advisor™ solves this problem. Advisor™ provides managers with tools to quickly, fairly and consistently analyze individual and team information contained in the assessment results.

Advisor™ provides the following functionality through a web-based portal – accessible anywhere around the world.

- View, sort and analyze individual or group scores to quickly identify Style and Ambitions™ trends or patterns, both helpful in solving business challenges.
- Overlay individual results into a visual graph, a Team-at-a-Glance™ of the styles and Ambitions of an entire team.
- Analyze job candidate results against a Job Benchmark.
  - Generate “Match to the Benchmark” scores, highlight potential flags and generate behavioral interview questions for job candidates.
  - Generate an MVP Benchmark report – allowing you to read all about the “ideal candidate” – getting to know them before you even meet them.

Benchmark						Style				Ambitions Ranks							
Date	Name	Hired	Overall	DISC	AMB	D	I	S	C	Eco	Alt	The	Aut	Pol	Ind	Cre	
						68	75	28	35	1	4	3	7	2	5	6	
10/07/08	Jane Beachy	✚	-	48%	62%	34%	51	33	55	71	5	2	7	1	3	4	6
09/30/08	Jeffrey Jones	✚	-	56%	64%	48%	76	14	36	74	1	4	7	3	5	6	2
09/10/08	John Publick	✚	-	72%	69%	75%	99	87	8	1	1	7	4	3	1	5	6
08/26/08	Minnie Pearl	✚	-	58%	66%	50%	38	98	59	12	2	6	5	1	2	7	4
08/26/08	William Shatner	✚	-	53%	66%	41%	54	33	68	50	5	7	3	1	2	6	4
08/22/08	John Denver	✚	-	23%	30%	16%	1	49	95	94	6	2	6	4	5	3	1
08/22/08	Fred Sanford	✚	-	55%	83%	27%	72	49	50	32	5	3	4	1	5	2	7
08/22/08	Michael Phelps	✚	-	60%	71%	49%	51	43	62	46	1	5	7	2	4	5	3

Though it is undoubtedly powerful to understand the unique characteristics of an individual, the greatest value is realized in understanding how this individual is likely to perform against a job benchmark, how they are likely to communicate within a team or how they measure their success in a role.



## Team-at-a-Glance™

### Visually Analyze Teams; Instantly Understand Dynamics

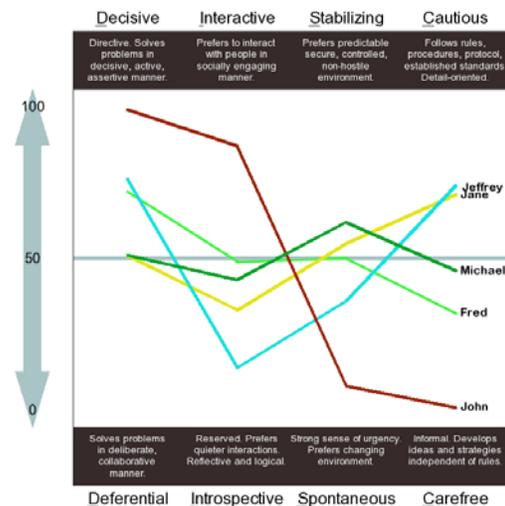
**Team-at-a-Glance™** technology provides graphical analysis tools, enabling managers to quickly understand and apply individual and team information contained in the assessment results.

Though it is powerful to understand individual assessment results, understanding how individuals perform and communicate within a team provides the greatest return. **Team-at-a-Glance™** technology allows the user to analyze and compare the communication styles, ambitions and cultural preferences of a team, an entire department, or even an entire company. Understanding these characteristics provides exponential insight and value.

Users with access to **Team-at-a-Glance™** functionality are able to access, organize and review individual assessment results as well as to view, sort and analyze individual or group scores to quickly identify trends and patterns helpful in solving business challenges.

**Team-at-a-Glance™** functionality provides managers with the tools to harness individual, team, group, executive and company assessment-based information. This information can:

- ◆ **Help managers** create team communications solutions
- ◆ **Predict and describe** misunderstandings
- ◆ **Identify new ways to mitigate conflict** between team members
- ◆ **Compare an individual's preferences** against those of their manager
- ◆ **View an entire Sales Team** comparing top performers against low performers
- ◆ **Outline highly rewarding and creative compensation** strategies
- ◆ **Describe Team and company culture** to prospective employees
- ◆ **Describe and implement employee loyalty strategies** that truly motivate





## Team Playbook™

### A Practical Guide for Understanding Individual Preferences of Direct Reports or Teammates

#### Challenge:

Busy managers with limited budgets still want to invest in professional development for their Team. You would like to invest in practical solutions around how to more effectively motivate, manage and communicate with and among your Team. The challenge becomes -- **how do you capture the most important data about individuals on your Team (or other Teams) to keep communication and effectiveness alive?**

#### Solution:

**The Team Playbook** is an easy and elegant solution to this challenge. The Team Playbook is a compilation of one-page summaries that provides the most useful data about an individual. Team members and managers will have a “cheat sheet” on the following areas:

- ◆ The individual’s primary strengths
- ◆ The Optimal Work Environment for this individual
- ◆ The best way to communicate with this individual
- ◆ Communication flags
- ◆ Tips for managing and motivating this individual
- ◆ This individual’s business ambitions

**A Team Playbook is a tangible, highly utilized tool** that helps to increase the Team performance and effectiveness by “netting out” the most valuable individual preferences that enhance or hamper communication and cooperation.

#### Benefits:

- ◆ A valuable way for an individual to quickly brief himself or herself on a manager, colleague or direct report to **ensure a more positive and successful interaction.**
- ◆ **High value On-Boarding tool** – A Team playbook is easily updated and redistributed to include new team members. This saves time in ramping up the new employee and **speeds the learning curve** on their Team members.
- ◆ Provides data to a manager on **how to best leverage the strengths of the Team** to achieve organizational results. This is especially vital when managers are asked to **do “more with less.”**
- ◆ **Improves Team communication** when playbook information is effectively utilized.
- ◆ **Reduces conflict** and promotes more objective understanding of differences on a Team.
- ◆ Provides data that can be utilized as **the basis for a coaching or mentoring conversation.**
- ◆ Helps to generate ideas and actions that **create loyalty and motivation** by an individual or a Team.
- ◆ When combined with a Team Building Session, the Team Playbook is a **powerful “leave behind” tool** that supports the Team Development initiatives.



## Leadership Assessments

### Help Executives and Managers Increase Leadership Effectiveness

#### Leadership Development Challenge:

How often does your manager or organization ask that you work on your leadership skills yet fail to provide necessary data to help you understand what that means? You want to be a good leader yet swinging from rope courses or multiple day team off-sites just aren't giving you the sustainable information you need.

Leadership happens naturally when an executive or manager has a deep awareness of their natural strengths and limitations. Great leaders leverage their strengths to cascade productivity and results throughout an organization. Great leaders surround themselves with high performing individuals with natural strengths in areas where they have challenges. In other words, a great leader is not afraid to hire individuals who are not like them. Great leaders hire for the differences to create top performing teams that produce impressive results.

#### Leadership Development Solution:

Before investing in more leadership development - we suggest you invest in obtaining the data you need to maximize your leadership skills as well as the skills for the team you already have – and the team you need going forward. Great leaders accomplish results through great teams. Performance Style and Ambitions™ leadership assessments can be an important element in helping leaders identify and build high-performing leadership teams.

Leadership Assessments provide insight into how your existing leadership style (and those of the people around you) either works for or against your goals. Leadership assessments provide valuable data to make necessary adjustments for increased productivity and results.

These tools provide an unbiased method of understanding both the Performance Style and the Ambitions of a leader and their team members – characteristics you can directly match to the requirements of the role, the goals of the leadership team and the goals of the company.

#### Leadership Development Benefits:

- ◆ Provides valuable information needed for increased leadership efficiency, results and effectiveness.
- ◆ Executives and managers receive customized, actionable data on their natural leadership style allowing them to adjust for the needs of their team.
- ◆ Visual depiction of an entire Team “at-a-glance” will serve to identify goals and responsibilities that best leverage team strengths.
- ◆ Leaders will spend more time working with and getting more results from top performers.
- ◆ Provides focus points for leadership coaching engagements.
- ◆ Understanding existing team members may enable executives or managers to redeploy individuals to positions that are a better fit for their natural strengths and characteristics.