

*Talent Management &
Employment Testing*



Phalanx
CONSULTING GROUP

Delivering Tangible Results

HARRISON ASSESSMENTS™ SYSTEM

Internationally recognised, the Harrison Assessments™ System was developed to help companies optimise their human capital by providing the most trusted and accurate online employee assessment tools in the industry. The tools help managers throughout the entire HR process to become more productive and efficient, leading to increased profitability.

Developed by renowned Organisational Development expert, Dr. Dan Harrison Ph.D, the Harrison Assessment™ System utilises more than 30 years experience and research in Mathematics, Personality Theory, Counselling Psychology and Organizational Psychology to fulfil practical needs for recruitment, development and assessment.

Unique Methods and Reliability

Harrison Assessments™ utilises unique methods to make online recruitment assessment and employee development efficient, effective and more accurate. Including:

SmartQuestionnaire™	Benefit from multiple layers of technology and psychological mechanisms that efficiently measure 156 traits in less than 30mins plus detect and prevent deception.
Paradox Technology™	Provides deep insights into behavioural traits and determines the impact of each trait on job performance.
Enjoyment Performance Methodology	Enables you to accurately predict and develop performance, retention, job satisfaction and career potential.
Automated Support	Automatically generated interview worksheets guide interviewers through the interview process with short-listed candidates. The automated notification system saves time by quickly notifying applicants of their status.
Test Integration Technology	Enables you to integrate all test results into an overall score including eligibility and suitability assessments, interview results and third party tests. Ensure consistency across tests and candidates.

KEY BENEFITS

Achieve solid business results with the Harrison Assessment™ System; including:

- ▶ Substantially reduce recruiting and attrition costs;
- ▶ Gain strategic workforce planning;
- ▶ Accurately identify and develop high potential employees aligned to your succession planning needs;
- ▶ Improve employee performance, satisfaction and retention through successful job fit;
- ▶ Increase effectiveness of coaching and performance management by identifying behavioural traits correlated with specific jobs;
- ▶ Increase team productivity by improving team cohesion and leveraging team member strength; and
- ▶ Increase efficiency of assessment using a single questionnaire to create multiple reports and applications.

Delivering Tangible Results

CAPABILITIES

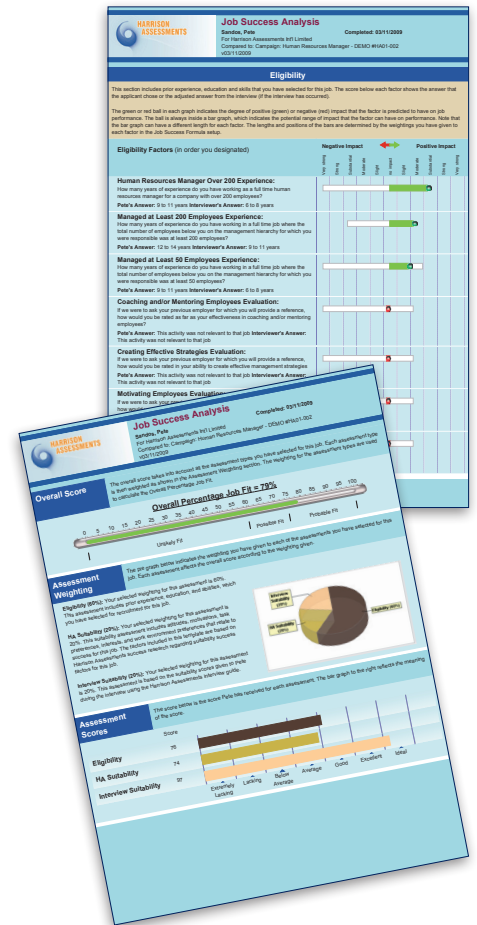
CANDIDATE SELECTION

The Harrison Assessments™ System provides a systematic and comprehensive approach to pre-employment testing to evaluate all the important **eligibility** and **suitability** requirements to determine the IDEAL candidate to predict job performance using a single score.

Eligibility		Suitability	
Background	Personality	Preferences	
Education	Motivations	Interests	
Training	Interactions	Tasks	
Experience & Skills	Attitudes	Work Environment	

Assess:

- ▶ Decision making
- ▶ Communication style
- ▶ Motivations
- ▶ Flexibility
- ▶ Conflict resolution
- ▶ Innovation
- ▶ Interpersonal skills
- ▶ Corporate values



EMPLOYEE DEVELOPMENT & RETENTION

Harrison Assessments™ comprehensive assessment enables companies to build a competitive edge by understanding their employees. Insights gathered provide functional analysis for employee development plans resulting in effective **succession planning** and **team building**.

Understand:

- ▶ Employee motivation and satisfaction
- ▶ Employee behaviours that lead to performance success
- ▶ Impacts of management styles on individuals and teams

Build teams with:

- ▶ Effective interactions and co-operation
- ▶ Identify the best roles for each team member
- ▶ Pinpoint weak areas for additional support and development

Develop succession plans:

- ▶ Identify high potential candidates
- ▶ Predict multi level capabilities
- ▶ Create accelerated development plans
- ▶ Increase retention



CULTURAL INTEGRATION & ALIGNMENT

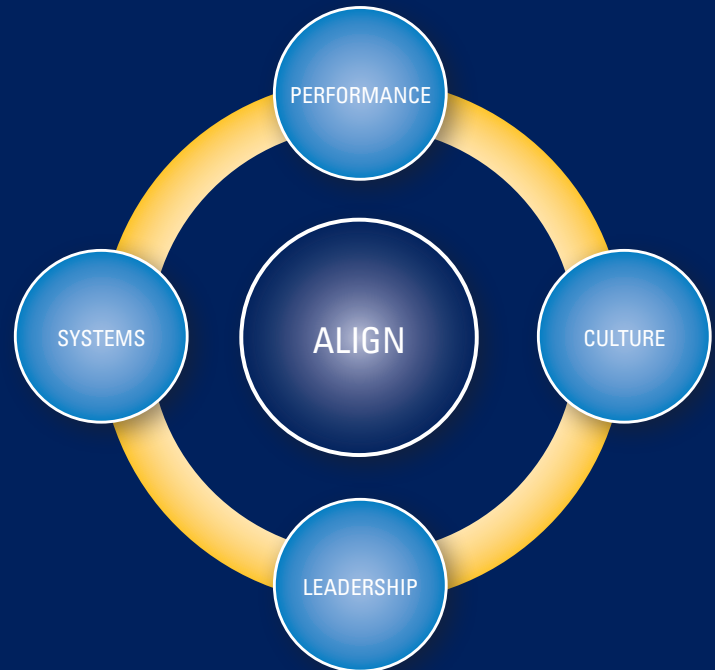
Post merger research shows that on average, 80 per cent of merged businesses fail within 18 months. The most common reason for these failures is inadequate cultural integration. Harrison Assessments™ Systems provides a complete diagnostic process to enable Acquirers to reveal the cultural gaps between the merging businesses. Insights gathered identify potential barriers early in the process allowing effective alignment strategies to be implemented.

Identify:

- ▶ Key role and employee retention weaknesses
- ▶ Management style variances
- ▶ Corporate values variation
- ▶ Cultural alignment gaps in working styles and behaviours

Effectively:

- ▶ Design new workforce structures
- ▶ Retain 'best fit' employees
- ▶ Facilitate informed change management
- ▶ Accelerate new leadership development



OPTIONS & REPORTING

Managers are able to select reports from the following options, as needed.

- ▶ Job Success Analysis
- ▶ Development for Position
- ▶ How to Manage, Develop and Retain
- ▶ Paradox Profiling
- ▶ Summary and Keywords
- ▶ Traits and Definitions
- ▶ Main graph and Narrative
- ▶ Interview Guide
- ▶ How to Attract this Candidate



Used by over two million people in more than five thousand companies worldwide