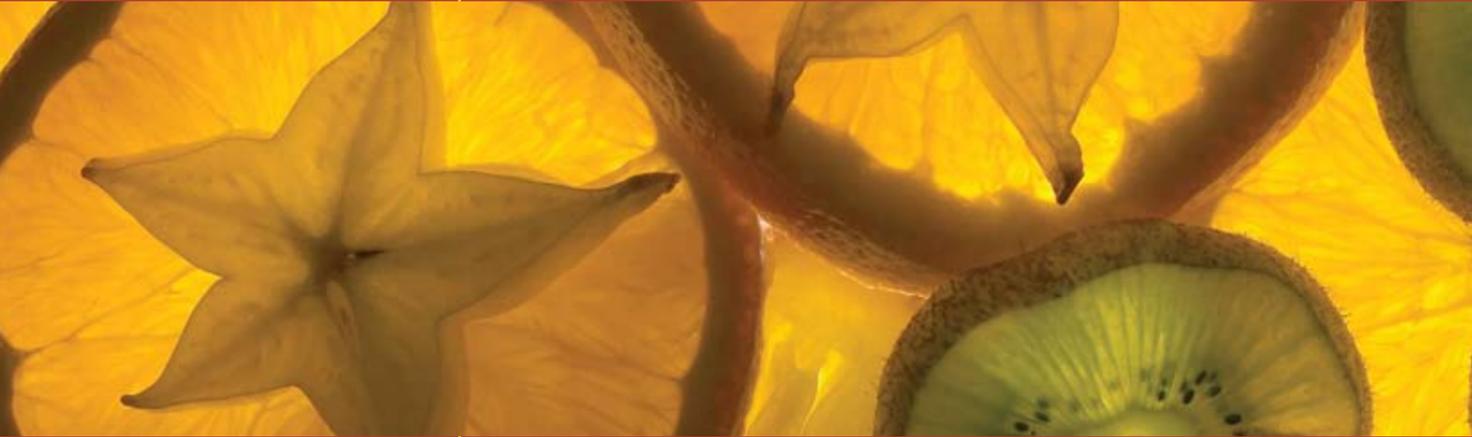




tms: Talent Management System

"the power of perception"

Description



Does your organization's environment bring the best out of your people?

Talent Management System is a suite of online diagnostic instruments whose results give business and HR leaders analytics to evaluate the link between people and performance.

Supported by 35 years of research, and actively applied with companies globally, Reddin Consultants has identified the most important factors governing the link between people and performance in an organization. Through the use of the **Talent Management System's diagnostic instruments**, we help business' to:

- Find the key elements between talent management and labor productivity.
- Leverage data to identify attributes that make managers more successful.
- Screen potential managers using the managerial diagnostics.
- Enable business and HR leaders to define the links between people, practices and performance more effectively.
- Provide data to generate a talent strategy connected to business results.
- Integrate and easily use a systematic method for analyzing consolidated data from various measurements.

Service



Talent Management System provides an objective analysis for evaluation, and, guidance in assessing the capacity of an organization to achieve the outcome expected with the right impact. The tools serve in making the right people-choices and organizational decisions to create value for a company.

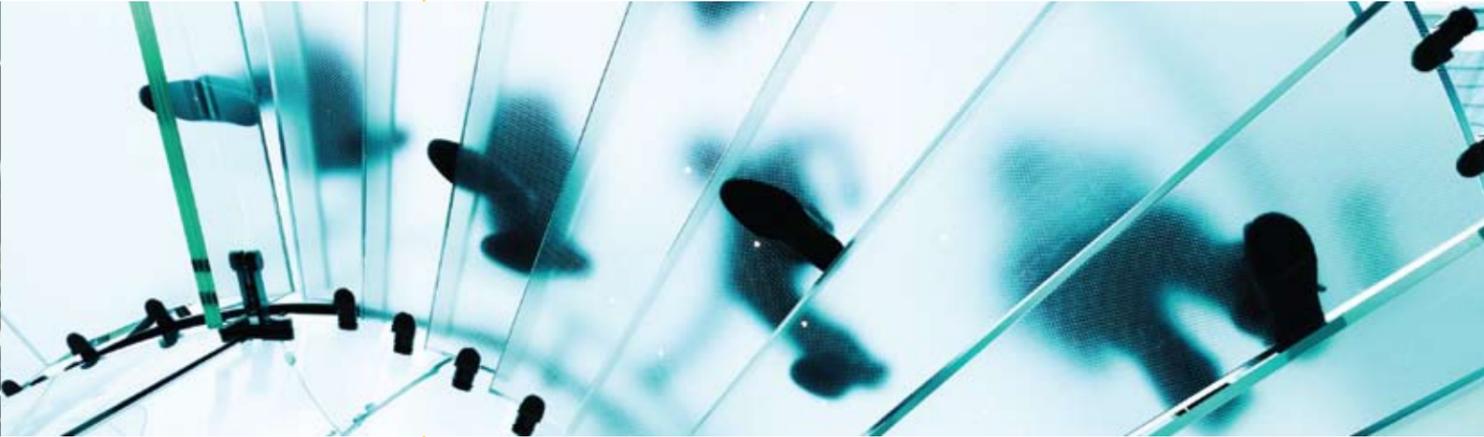
Through Licensing Agreements our clients have access to all the instruments available in the Talent Management System to guide and facilitate decision-making regarding talent acquisition, managerial readiness and fit, evaluating team effectiveness, sales effectiveness and organizational effectiveness:

- Identify potential managerial and sales talent
- People – Position alignment for selection and promotion
- Competency evaluation.
- Succession planning
- Managerial Coaching
- Diagnosis for evaluating managerial and sales effectiveness
- Diagnosis for measuring resistance to change
- Strategies to improve organizational climate
- Strategies to improve organizational culture

We are able to build a lasting source of value creation by integrating the **Talent Management System** diagnostics for businesses in making people decisions. The **TMS** instruments are integrated, easy to use, and readily applied across organizations or on an individual basis.

We install the software where you are.

Our Instruments



Talent Management Diagnostics

The **Talent Management System** offers unique diagnostics to provide a systematic approach to assessing managers. It allows HR to have analytical instruments at their fingertips to give their business partners people information around hiring decisions, promotions, improving performance, and development opportunities. The results of the instruments provide decisions makers with new insights to getting the highest value in improving talent management.

Talent Management System is a very user-friendly tool that provides excellent information to help in making the best people-decisions Continental Temic

Managerial Effectiveness Diagnosis or **MED** measures the impact of a manager's behavior given the type of team or organization they are responsible for managing and evaluate to what extent the manager is effective, evaluating 20 managerial skills. The analysis given is to what extent the manager has mastered those skills and the impact of how effectively the manager uses them to have the right impact on the team or organization.

- **We work with clients to incorporate these results into their manager skills development programs, and in their coaching sessions.**
- **We support managers in understanding where they are doing well and where they can get better.**
- **We have observed that the vast majority of managers who work through these issues have improved as a result.**

The MED has helped us during the interview process because it accurately describes the person's behavior and his managerial styles during a specific situation. Deloitte

No other manager diagnostic offers this level of accuracy. Most manager diagnostics are assessments and rely on the consultant's perception.

Sales Effectiveness Diagnosis or **SED** provides valuable information of the competencies and skills that the sales personnel have to achieve the expected outcome of their job.

It has been extremely valuable for us to use the Sales Effectiveness Diagnosis to recruit the right sales people in our Company. Sanofi Aventis

Managerial Requirement Profile or **MRP** people diagnostic tools succeed when HR and hiring managers work together to get the best results. The MRP is designed to evaluate the demands of the role and the organization.

Working on the basis of more and less effective management styles, the MRP evaluates to what extent the candidate has the capacity to navigate the requirements and demands of the job.



It provides the hiring manager with an analysis of a potential candidate to identify the best hire.

The MRP is designed for in broad management roles.

We are improving our practices in designing roles with the objective to have better alignment between job requirements and best-fit candidates and the MRP has made it possible. Pernod Ricard

Sales Requirement Profile or **SRP** is designed to evaluate the demands of the role and the sales organization. The instrument takes into consideration customer expectations, the market demands, sales objectives, and nature of the products and services.

The Sales Requirement Profile has helped us in the selection and recruitment process, but also to promote people based on their results. ING

Organizational Surveys

Organizational Climate Survey or **OCS** enables managers to analyze the climate of their organization and understand what needs to improve to make a difference.

Climate is established by how people are managed, their working conditions, the flow of communication and the systems of recognition and rewards. Climate influences people's performance effecting productivity, creativity, getting along, having the courage to ask questions, and in driving results with the right impact.

OCS creates value for managers by giving them visibility and clarity: the relationship between their actions and the environment they bring about for their employees and also to understand better the climate they experience themselves on a regular basis. The **OCS** survey results are also often used:

- As part of a development process, either for individual leaders and managers or across teams and working groups

- Applied and integrated as part of an executive coaching intervention or any one-to-one coaching.

The Organizational Climate Survey has helped us to detect and evaluate critical situations. On this basis we can address and improve our challenges. We have noticed with the OCS that managers sometimes have made promises they could not fulfill and this has bothered employees. The survey too helped us unearth this issue. Avis Rent A Car

Organization Culture Assessment Survey or **OCAS** analyzes an organization's behavioral norms—the collection of conventions and values that that control the way people in an organization interact with each other. These behavioral norms determine the organization's ability to problem-solve, perform effectively, adapt to change, and its orientation towards growth.

Organizations with a positive and healthy culture, where employees are responsive and engaged, are ones that have alignment in organizational values. When organizations experience misalignment, there is a lack of common organizational values. Control is exercised through extensive use of policies, procedures and bureaucracy. There is a heavy reliance on authority. New ideas and methods of working are not readily accepted, and change cannot happen at the pace the market may demand. When a culture is weak there is a tendency for employees to engage in only doing things right.

Support



In our research, we have found that a positive cultural environment support organizations to operate with the highest effectiveness, and, is a motivating factor in high functioning and productive employees. When the culture of an organization is strong people engage in the right things to do. The **OCAS** diagnoses the organization's culture with a validated, and quantifiable image. The instrument is best used for:

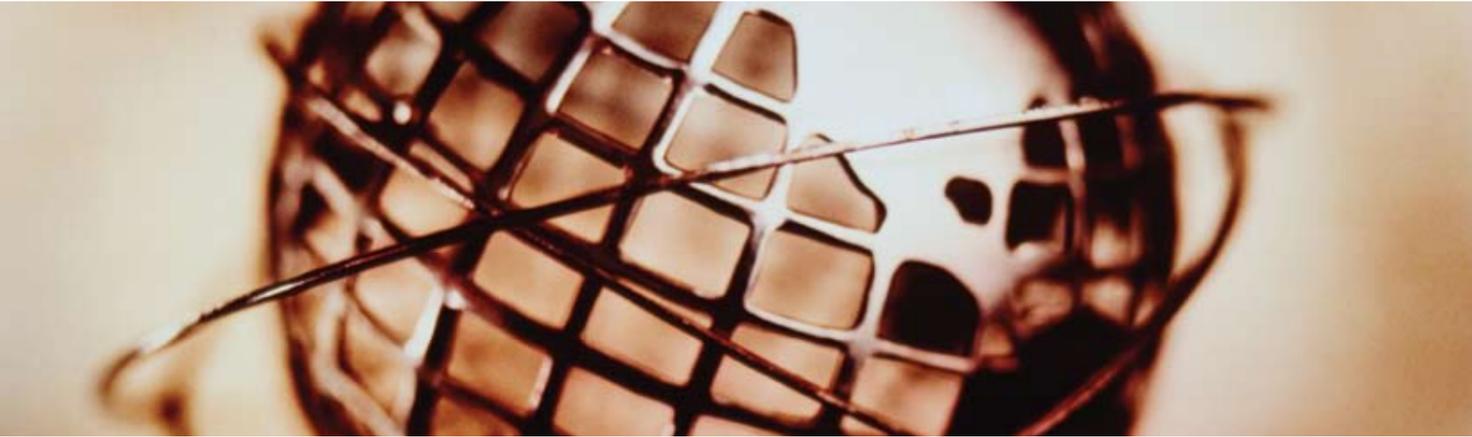
- **Diagnosing the current operating culture of an organization**
- **Identifying issues and subcultures**
- **Validating the call for change**
- **Supporting managers and HR leaders in designing the right interventions to drive change**
- **Integrating different teams together**
- **Facilitating mergers and acquisitions, or, strategic partnerships**

The Organizational Culture Assessment Survey (OCAS) has contributed to change organizational practices and create an effectiveness culture to enable us achieve our targets. American Standard

We offer a 3-day no charge public seminars to train HR specialists within your organization all year long in different cities in Latin America, US and Europe.

The tools are packaged in a software that enables the user to capture the information manually or online and produce different reports, including statistical, functional, by department or by individual to improve decision-making and bring clarity to issues.

Reddin Consultants



Reddin Consultants is a network of passionate management consultants with deep and profound expertise to flourish on the challenges that clients present to us. We thrive in working with leaders and managers in their organizations by helping them recognize opportunities and realize their own potential.

For more than 35 years, our mission has been to help our clients liberate themselves from the bureaucratic structures that have hobbled their ability to innovate, be creative, grow and realize their potential to their stakeholders, employees and communities. We have helped them address their most critical problems and exciting opportunities.

We support each other around the globe serving as mentors, mirroring good ideas and always challenging ourselves to stretch and grow. We are represented in Europe, North America and Latin America.

Some of Our Clients

3F Outsourcing, 3M, AC Nielsen, Achieve Global, Actinver, ADT Security Services, Advantent, Agency Alianza, Amece, American Standard, Arancia, Spanish Association of Charity, Astra Zeneca, Avis Rent a Car, Agricultural Bank of El Salvador, Bancolombia, BD Medical, BL Consultants, Boehringer Ingelheim, Boston Scientific, Cablemas, CCPM, Cements of Moctezuma, Cooperative of International Consultants, Continental Temic of México, Cooper Crouse Hinds, CP Ingredients, Deloitte, Dynasol, Escala, Fiducoldex, Gasco Colombia, Gemalto, Gicsa, Grupo Kuo, ING, Jaba Networks, Merck México Pharmaceutical Division, Mettler-Toledo, Monte de Piedad, Montepío Luz Saviñón, MP Marketing, National Police Force of Colombia, OnNe Consulting Partners, Pernod Ricard, Potosinos Express Pack, Powerstar, Procesbac, Reckitt Benckiser, Renault, Rexcel, Roche Syntex, Royal Resort, Ryder, Sanofi Aventis, SCA of México & Central America, Soriana, Liverpool, Sexy Jeans, Simtec Communications, Sinergia, Sky, Sodexo Pass, Somar, Synergy Consultants, Talent & Performance, Televisa, Transconsult, UAM, UNAM Campus Morelos, Unidos Somos Iguales, Unifoods, European University of Madrid, University of Francisco Marroquín, Wackenhut of El Salvador.



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