

# TalentValue™



Predictive Intelligence built on Hybrid AI

## Motivation, Performance and Retention in One View

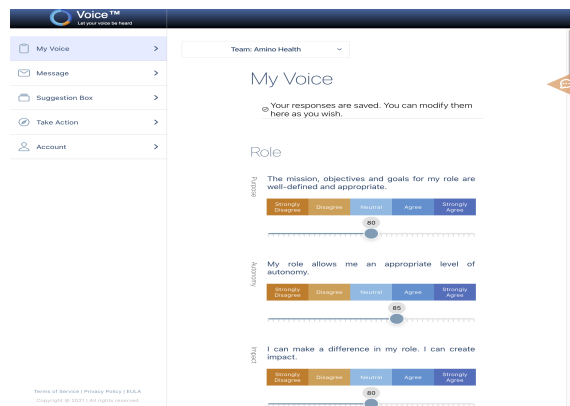
TalentValue™ delivers Predictive Intelligence for talent in a simple platform. The collaborative solution is built on Hybrid AI and is customized for managers to boost employee performance, retention and productivity. The intuitive tool captures the authentic voice of your people with a patent-pending Motivation Index. TalentValue™ gives managers, HR professionals and executives real-time visibility into the mindset of every employee. It empowers proactive management and delivers future-facing talent intelligence that drives critical business decisions.

### Key Benefits:

- **Collaborative listening & retention:** custom built for managers and HR
- **Personalized Employee Mindset:** captures each employee's mindset
- **Future-facing insights in one view:** motivation, retention, performance.
- **Real-time employee Insights.**
- **Bias to Action:** Managers are incentivized to engage and act.
- **Compensation:** market pay and salary survey data included.
- **Streamlines Action-planning.**
- **Closed-loop change Management process:** promotes action-taking.

### Continuous Listening

The solution leverages *dynamic listening* to promote timely manager-employee engagement and drive proactive leadership. In a single platform, TalentValue™ unlocks employee motivation, promotes constructive action and advances leadership effectiveness.



### Authentic Employee Voice

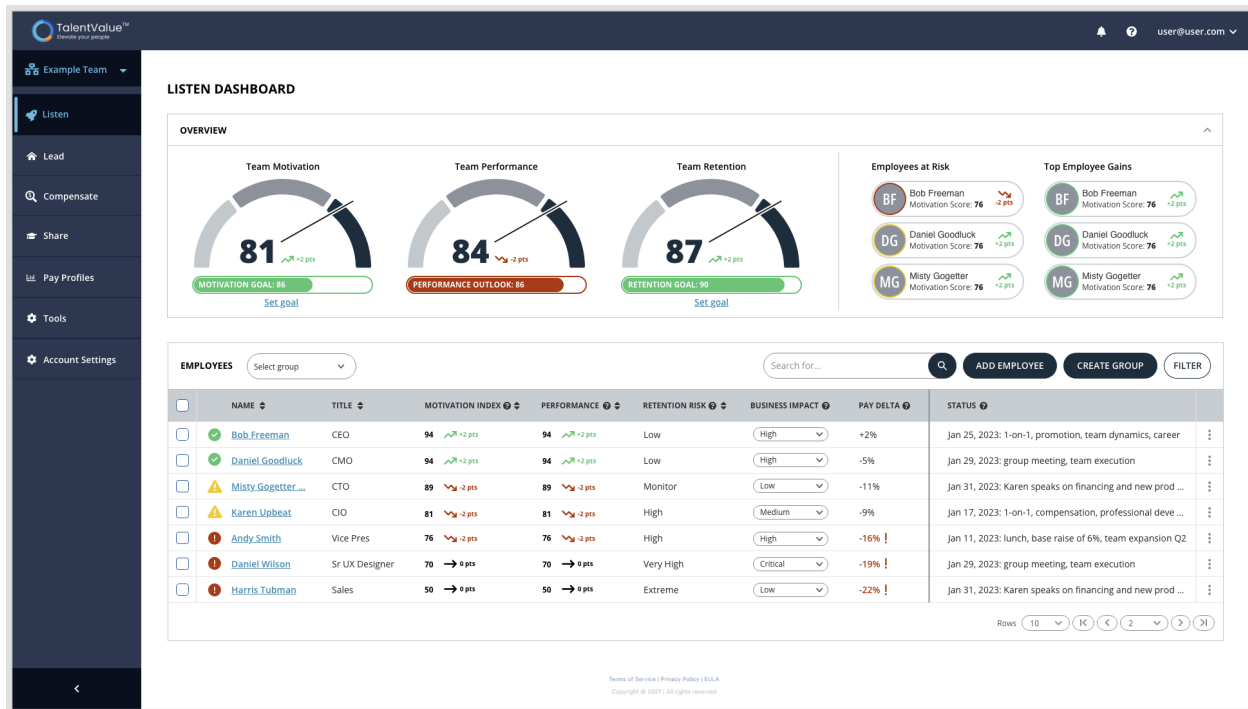
**TalentValue™** captures authentic employee sentiment in their own private portal called **Voice**. The tool enables your people to anonymously communicate and share their unvarnished input, feedback and sentiment plus optimize their own work-life priorities in a safe, confidential setting.

## The Platform

**TalentValue™** is built on three channels; **Voice**, **Listen** and **Lead**. Each captures employee mindset and provides managers and leadership with visibility into unspoken blockers and demotivators. The platform sparks manager-employee engagement and accelerates adoption of best-practices. Confidential employee input triggers dialogue and concrete action that guides workplace transformation. TalentValue empowers your talent with their voice and your managers with tools to help them lead more proactively and effectively.

## LISTEN

**Listen** features analytics for employee motivation, retention risk, and performance in one view.



A **Motivation Index** captures 33 key elements of each employee's motivation such as their tenure, promotion and compensation history, performance, overall satisfaction, employee experience and alignment with role, manager, team, your company and their career factors.

This dashboard empowers managers, leaders and HR partners with new visibility into each employee's *performance mindset* and retention risk. The tool enables you to monitor and address retention risk in real-time. It captures critical factors for enhancing employee

performance, active engagement and loyalty. **Listen** catalyzes an important conversation, triggering managerial interaction with under-performing, or at-risk talent.

### Key Features:

- Intuitive dashboard for job engagement, retention, and employee mindset.
- Alerts managers to who is most at-risk for leaving
- Motivation Score reveals mindset-related performance shortfalls
- Creates a “safe” forum for employee-manager dialogue
- Protects confidentiality of talent.
- Catalyzes dialogue between managers and employees

### LEAD

**Lead** captures both employee sentiment and leadership effectiveness in one view. It communicates employee sentiment at a team level and inspires positive change for managers and team leaders. **Lead** displays anonymized team feedback on employee work-life priorities for managers in a drill-down view that promotes leadership development and continuous improvement. **Lead** triggers constructive action. Process: Capture - Engage - Act!



### Key Features

- Highlights manager’s leadership effectiveness with a score for empowering employees.
- Delivers actionable ideas and suggestions from employees on how to raise “our” game.
- Catalyzes dialogue with managers and teams to address unspoken issues.
- Provides a continuous improvement loop and a change-management tool for leadership.

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## Motivation Index built on Sources of Truth

The giants of behavioral research: Edward Deci, Richard Ryan and Daniel Pink show that Motivation drives performance, loyalty, retention and productivity. Motivating your people means capturing their core drives and satisfaction with their current role, team, manager, company and career. Addressing motivation creates a new level of engagement across your company.

- The Motivation Index captures root causes of performance and retention.
- Provides clear visibility of performance and retention risks across the organization.
- Resolves misalignments, key blockers and signals career, pay and promotion influences.
- Employee work-life models create an employee sentiment score, which is confidential.

**TalentValue™** recognizes that no two employees are the same. Bain Research identifies 6 employee archetypes. We believe there are more. The **Motivation index** includes *blinded* elements of each employee's sentiment score. The index captures elements from the employees sentiment score, but does not reveal actual metrics. It measures 33 motivational factors. 11 are personalized across each employee's experience, and alignment with their role; company and manager.

**Motivation Index** signals employee loyalty, predicts performance and informs talent retention. With the power of these tools, **TalentValue™** can help you empower and motivate your people. In so doing, **TalentValue™** guides your managers to lead more compassionately and effectively.

**Karen Kesner, CEO**



Karen brings a history of success leading Talent and People organizations at Apple, Visa, Audible.com and Microsoft. "As leaders, we are only as good as the amazing teams around us. So, give them your best. You will get their loyalty and discretionary effort!"

**Richard Lear, VP Product**



Richard has founded 4 companies, including Vantage, a boutique executive search firm. "The idea of fundamentally transforming leadership through employee empowerment is truly fascinating - possibly game-changing."