

*SHL Talent Analytics*TM

Data-driven insights to improve business performance

Smart organisations know that it is their people who drive high performance. Instead of thinking that they attract the highest quality people and believing that their employees are the best in the marketplace, smart organisations demand data and evidence.

Up to 75% of an organisation's investment goes on its people. Smart organisations want to measure the effectiveness of that spend. Benchmarking your salary costs against the industry standard is relatively easy but how do you know you are getting a good return? Benchmarking the effectiveness of that spend has, until now, been impossible to do with any degree of certainty.

How does SHL help?

SHL Talent AnalyticsTM provides data-driven insights to help you understand the effectiveness of your talent and talent programs. With the largest global database of people intelligence, we help you benchmark your talent against the best in the marketplace. With the power of SHL Talent Analytics you can answer critical talent questions in areas such as:

- Quality of hire:
 - What calibre of people is my organisation's brand attracting?
 - How effective are my different recruitment channels at delivering the talent I need?
 - Does my ability to attract and retain the right talent differentiate me from my competitors?
- Leadership pipeline:
 - Is my leadership pipeline stronger than the industry standard?
 - Will the investment in my graduates show a return by delivering future business leaders?
 - Does my current employee base have the capacity to accelerate change?

“SHL is giving us unique insight into our talent, putting us in a position to develop and invest in our best assets – our people – for future and ongoing success.”

Cath Bailey, Kellogg's



What our customers say

"We now have a much stronger link between our business objectives, employee performance, and driving outstanding customer focus." - Josh Goderis, UL

"SHL helps us make informed talent decisions and having the right staff in place is what sets us apart from competitors." - Bob Chapman, Penauille Servisair

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How do we do it?

For over 30 years SHL has been capturing intelligence on people at work. Our analytics capability is built upon a People Intelligence database of 80 million assessment results, spanning 30 countries, 37 industry sectors and 31 business functions and growing at a rate of 25 million per year. SHL Talent Analytics delivers data-driven insights through:

- Consultancy services: supporting you in identifying and answering your critical talent questions
- Analyst reporting: delivering insights by comparing your assessment data against the SHL Talent Analytics benchmarks
- Self-service web application: allowing you to continue to benchmark your talent over time and track the progress of your talent initiatives.

What industry analysts say

"With the additional capability to contextualise assessment data with external data through the Talent Analytics offering, SHL is looking to change the game by giving employers new avenues of insight to power decision-making." Aberdeen Group.

"[SHL Talent Analytics] bridges the individual use of talent assessment to the macro level, enabling organisations to make better data-driven workforce decisions."

Bersin & Associates.



Key points

Benchmark your talent and talent processes against the best in the marketplace

Make more informed talent decisions with evidence-based insights

Align your talent investment with your strategic goals

For more information on Talent Analytics, visit www.shl.com



30 Years of Accumulating People Intelligence Data

Organisations that understand and maximise their people's potential achieve outstanding results. SHL gives you the insights to make better decisions about your people.

We call this People intelligence, Business results.