

Maximizing your *people's potential*

Business needs are changing fast. In this climate, it's vital for businesses to nurture and develop existing talent. Talent is in increasingly short supply and recruitment costs are high. Lack of training and development is often cited as a key reason for people leaving organizations – yet too few approach training and development in a targeted and inspiring way. In short, employee development is critical for retention and success.

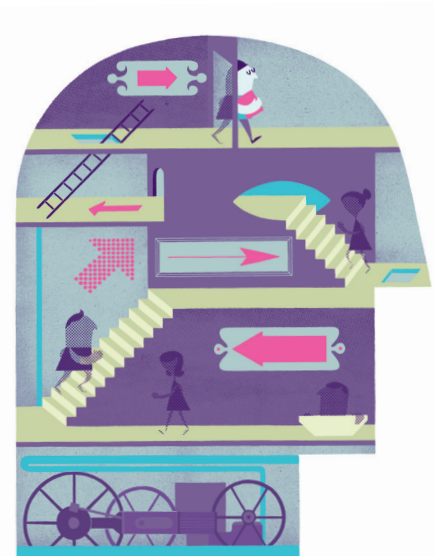
- Business strategy can be driven by good people development
- Hiring new talent can be risky, difficult and expensive: keeping good people is good business
- A strategic and ongoing approach to learning and development can boost retention
- Training is too often a reaction to poor performance; it can and should be a way to maximize potential
- Research shows that revenue per employee doubles in organizations with development plans¹

How does SHL help?

SHL helps you to identify the developmental priorities of your people and so maximize their potential in current and future roles. We help you measure improved performance.

“Orange can now optimize career development plans on an individual basis.” Orange

.....



¹Coaching: An Essential Part of Performance Management, Bersin & Associates.

What our customers say

Tailoring learning and development

"People are aware of their strengths and areas where they need to build skills."

Coca Cola

"I'm very excited about the avatars in terms of training and development possibilities."

DISH Network

Retaining talent

"We have realized a 30% reduction in turnover, representing \$5m in cost savings."

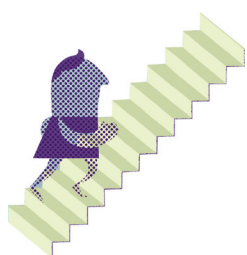
T-Mobile

Increasing productivity

"Talent measurement is critical to our success moving forward." Ingersoll Rand

How do we do it?

- Determining and measuring the skills needed for success
- Keeping developmental focus aligned with business objectives
- Creating practical development plans that deliver behavioral change



Key points

Identifying the abilities and potential of individuals and teams

.....

Understanding the skills gaps appearing in existing and future roles

.....

Creating tailored development plans to maximize potential in current roles

.....



Supporting more than *10,000* customers every year

Organizations that understand and maximize 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.