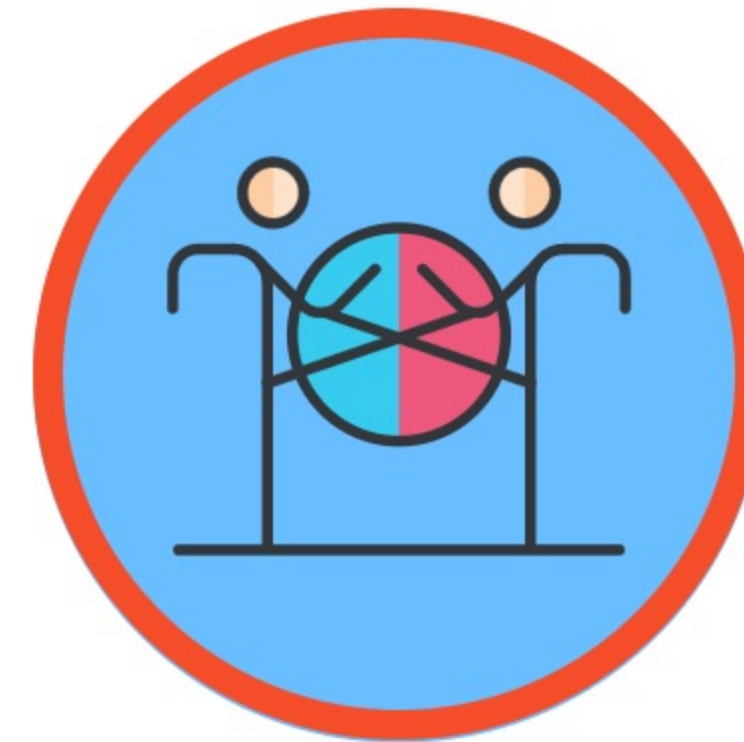




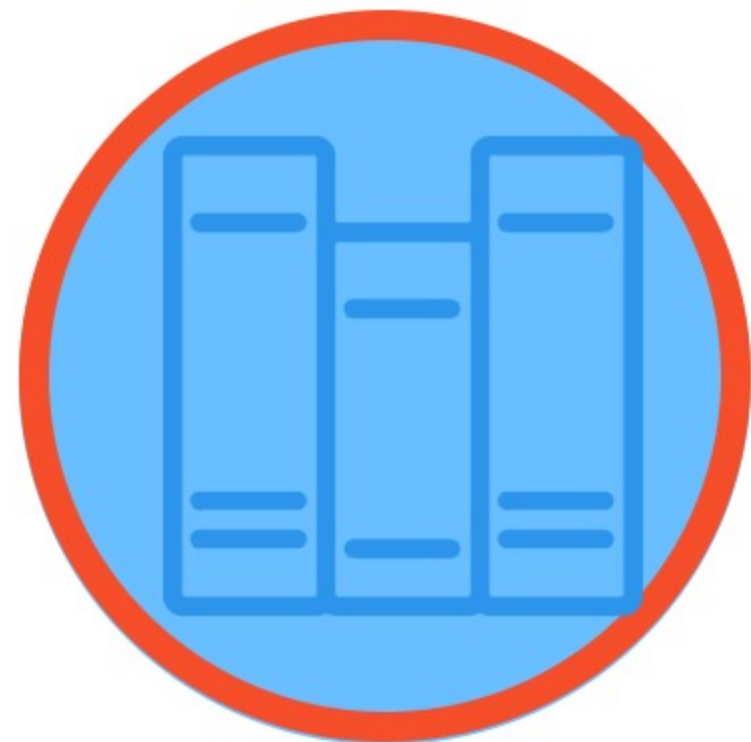
Market Conditions

Identify the extent to which there is alignment between manager's and their direct reports regarding the stage of development for the primary target markets.



Skills

Socialize & reinforce the expected performance standards & observable behaviors for core job role competencies to ensure consistency



Knowledge

Identify the knowledge topic score performance overall for the company and across business units to identify performance vs the external database mean score.



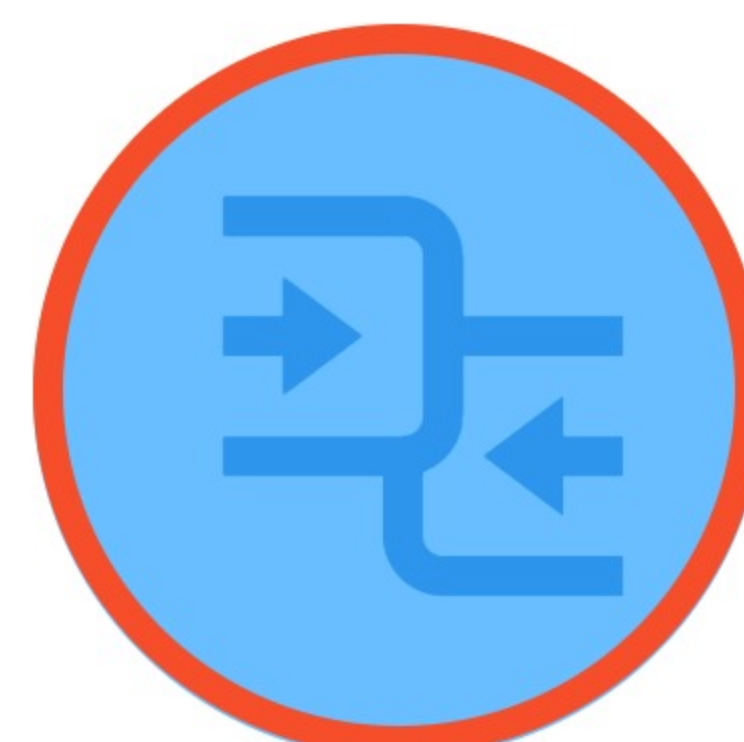
Felt Need

Understand the degree to which the managers and their direct reports agree upon their perceived need for further development of a specific skill.



ALIGNMENT

Understand the nature & extent of specific skill differences in perceived proficiency performance between manager's, their direct reports and or peers.



BENCHMARK

We do offer the ability to benchmark in addition to assessing readiness and our benchmarks include contextually relevant factors to ensure they create a relevant comparison.