



# Organisational Analytics

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## Online Interactive Dashboards

Harrison Assessments' Organisational Analytics solution enables you to inspire a **culture of engagement, retain key talent** and **build the behavioural competence** that drives high performance. Our online interactive dashboards for **Engagement and Behavioural Competencies** allow you to easily identify development areas using the traffic light colour scheme. Select groups to analyse by department, team or manager using **customizable tags** and easily generate reports. The **Organisational View** allows you to view group trends while the **Individual View** allows you to drill down to each employees' key factors.

## Engagement Analytics

Engagement Analytics measures an employee's **employment expectations** and the degree to which they believe their expectations are **being fulfilled**. The Organisational View for Engagement bar chart shows **18 engagement factors** ranked from left to right, according to importance given by employees. A **traffic light colour scheme** allows you to view the degree to which each expectation is fulfilled. The Individual View for Engagement allows you to easily identify areas of concern for each employee in the selected group.

- Retain top talent by understanding what is important to individuals and groups
- Make performance reviews comfortable and productive for everybody
- Create engagement strategies for all levels of the organisation
- Develop leaders' capability to engage and retain top talent
- Generate detailed individual and team engagement reports
- Track engagement year-by-year



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## Behavioural Competency Analytics

Behavioural Competency Analytics enables you to **build the behavioural competence that drives high performance**. It measures your employee's competency levels across **leadership, emotional intelligence, remote working and collaboration**. You can even **map your own** organisation's competencies and include them in the system. This data enables you to target development on both a group and an individual level. These **behaviours influence your ability to execute strategy**.

- Assess your organisational culture and discover risk areas
- Measure Senior and Emerging Leadership, Emotional Intelligence, Collaborative, Remote Worker and Remote Manager competencies from the Harrison library
- Incorporate your own custom behavioural competencies
- Develop competencies for individuals, teams, departments and organisational level
- Gain insight into the specific set of behaviours that impact each competency
- Implement actionable development plans that provide guidance and generate enthusiasm



## Subscription Options

The Organisational Analytics subscription period is 12 months from the date of purchase. You can include any number of employees and add more during the subscription period. There are four subscription options available. You may upgrade at any time.

**Engagement Analytics** - full access to Engagement dashboard and individual Engagement data and reports

**Behavioural Competency Analytics** - full access to Behavioural Competency dashboard and individual Behavioural Competency Overview reports

**Premium Analytics package** includes all features of the above

**Organisational View Only** a flexible, low-cost entry point to view group data that enables you to purchase individual data at your discretion.

[Click here](#) to contact Harrison Assessments for pricing in your country.

## Harrison Talent Life Cycle Solutions

Harrison Assessments uses predictive analytics to help organizations acquire, develop, lead and engage their talent. This comprehensive Talent Decision Analytics provides the intelligence needed throughout the talent life cycle to build effective teams and develop, engage and retain key talent. Contact us to learn how we help organizations make great decisions.

