

Caliper's Approach to Talent Management

Developing a **Caliper Powered** Talent Management Strategy from Hiring Through to Succession Planning and Cultural Change Management

Performance Measurement

- Caliper's performance management strategies can be used to measure employee progress after training and customized coaching programs through specific leadership assessments combined with a focus on key metrics.
- **Caliper Profile** traits can be mapped to critical competencies to create reports that analyze potential, identify performance gaps, and help determine what is required for high performance going forward.

Employee Engagement and Motivation

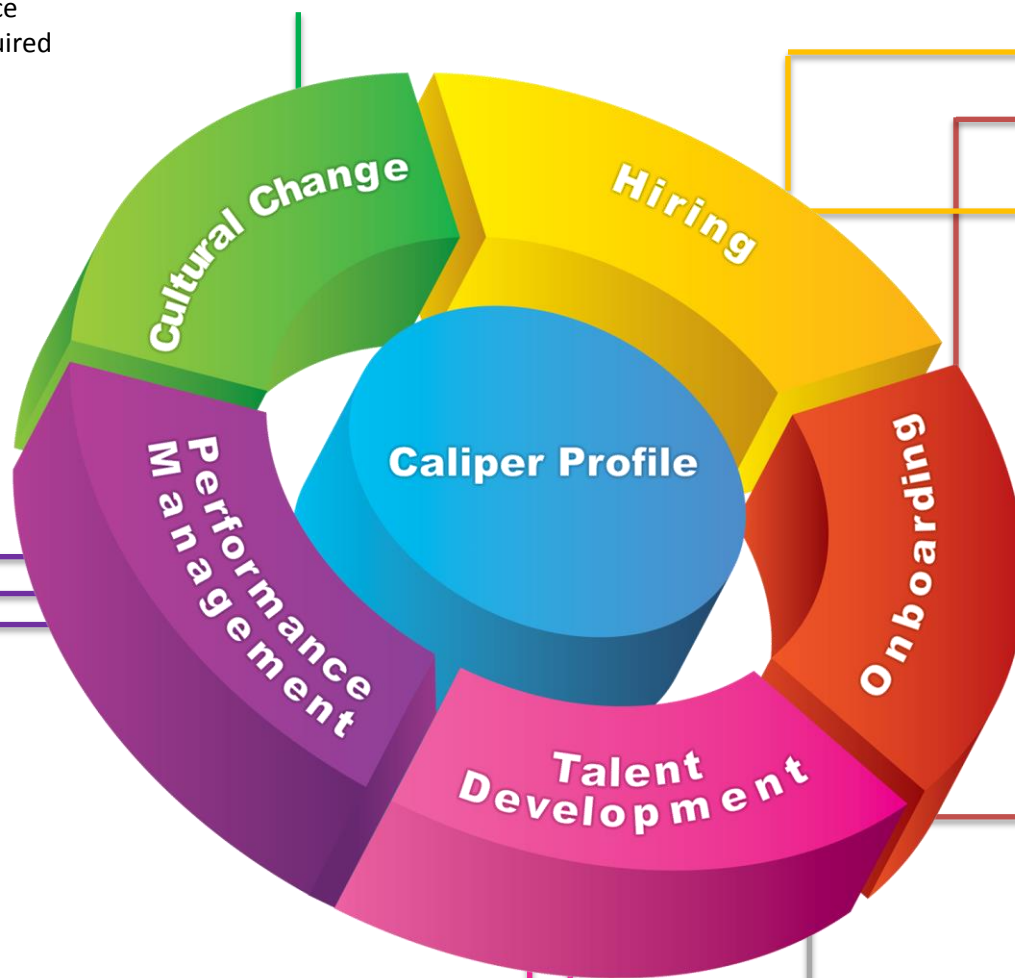
- Caliper's advanced survey capabilities enable our clients to understand elements that contribute to culture while benchmarking their teams' engagement, motivation and performance based on key tangible and tactical focus areas.
- Caliper offers a set of tools that leaders can rely on to enhance their performance as well as the performance of their teams.

Recruiting/Retention

- The **Caliper Profile** only needs to be taken once and then acts as the foundation and common denominator for the entire talent management lifecycle. From screening through to final selection it helps to ensure Fifth Third Bank hires motivated individuals with the potential to **fit** and contribute over the long term.

Workforce Benchmarking

- Caliper can create benchmarks and hiring models that capture and integrate Fifth Third Bank's unique culture, goals, and needs.
- The targeted competency models created for Fifth Third Bank can be used for all future hiring and performance management initiatives.



Competency and Behavior Assessments

- The **Caliper Profile** is a comprehensive, non-discriminatory personality assessment that creates a common language for corporations to evaluate, compare and measure an individual's characteristics, potential, and motivation.
- We will partner with Fifth Third Bank to develop a deep understanding of talent needs and specific position requirements by identifying key result areas, performance indicators, and success factors.
- This is critical for hiring decisions and lays the foundation for effective onboarding.

Employee Development

- **Caliper Profile** results can be used in a variety of customized reports to help with individual or team development.
- Caliper's consultants work with team members to create a foundation of self awareness, based on the **Caliper Profile**, to identify their strengths, potential gaps, help them avoid pitfalls, and develop action plans for success.

Training/Curriculum

- Caliper offers training, development and coaching in person, over the phone, or via live Web conferences.
- Caliper's Client Education Workshops are designed to help recruiters, hiring and talent managers understand and leverage the full value of the **Caliper Profile**.
- Caliper University - Caliper's core competency in developing learning and development programs, with a common approach, process, and language power by the **Caliper Profile**, will deliver results aligned with Fifth Third Bank's objectives.

Corporate Succession Planning

- Caliper's five-phase approach to succession planning builds upon **Caliper Profile** results and will allow Fifth Third Bank to identify and develop talented leaders within the company for the long-term.
- We will create the framework for fully integrated talent-management initiatives designed to align long-term employee performance with Fifth Third Bank's succession planning goals and strategies.

Learning & Development

- **Caliper Profile** results can be used as the diagnostic to pin-point gaps and training needs which will be used to inform the delivery of Caliper's training programs for Fifth Third Bank's team members.
- Caliper can provide our proven workshops and courses in a number of formats and design customized content to address a wide range of training needs.

Reinforcement Tools

- Caliper offers a variety of electronic reinforcement materials that include Webinars, phone coaching, and tool kits.
- We can also provide leaders with coaching and performance support tools that Fifth Third Bank can offer to ensure enduring value and results.