



Caliper is a research-based, talent management company dedicated to helping organizations produce world class results by ensuring people are in the right role at the right time. With over 50 years of measuring people's alignment and performance at work, Caliper's talent analytics team use predictive models to help organizations select, onboard, develop and succeed their talent.

The *Caliper Talent Audit* compiles group data and displays it through 4 lenses (Leadership, Sales, Service and Technical), to facilitate talent discussions among senior management.

THE OBJECTIVES

- Establish and present the overall disposition of the company culture.
- Identify the potential of the organization in leadership, sales, service & technical work.
- Illustrate the organization's alignment to the organization's strategy.
- Identify targeted developmental opportunities.
- Measure the organization's motivation to lead, sell, service, and solve problems.

THE PROCESS

- 1. Collecting the Data:** Employees complete the Caliper online intake.
- 2. Analysis:** Caliper Client Advisor analyzes the data through the 4 lenses.
- 3. Presentation:** Caliper reveal findings to initiate a management dialogue regarding the implications of the insights.
- 4. Report Delivery:** Caliper Client Advisor prepares the *Caliper Talent Audit* Report with an executive summary that includes insights, implications, and recommendations (sample report available upon request).

THE DELIVERABLES

- *Caliper Talent Audit* Presentation to reveal our findings and engage in a talent dialogue.
- *Caliper Talent Audit* Report including all participants.

