



WORKFORCE CONNECT



HIRE DIRECTION | intelligent job matching for the future of work

Provides data-intelligent talent solutions to connect professionals, organizations and career services with the right jobs roles and requirements

Genomic Talent Mapping & Job Matching

Intelligent, data-driven, and scalable talent mapping and job matching solutions based on key operational and performance requirements



Applications

Advanced mapping, diagnostics, and solutions

PROFESSIONAL SUCCESS PLAN

Talent "DNA" Report Overview



INTERVIEW SUCCESS PLAN

Custom Interview Guidance



WORKFORCE TALENT GENOME PROJECT

Ongoing development of professional genome library



Professionals

Organizations

CONSULTATION SERVICES

Talent sourcing to succession planning



JOB FIT
CALCULATOR
POWERED BY HIRE DIRECTION

- ✓ Data-enhanced assessment
- ✓ Role and staff structure optimization
- ✓ Talent diversity analytics
- ✓ Staff performance diagnostics

HR for the 21st Century will need to be:

Holistic

Synergistic and integrally-informed with other functional areas of the organization

Analytics-enabled

People data will help drive better decisions the way process data helps logistics, operations, and finance

Measurable via metrics

Improvement and optimization of the talent lifecycle through measurable baselines

Talent Reliability Engineering (TRE)

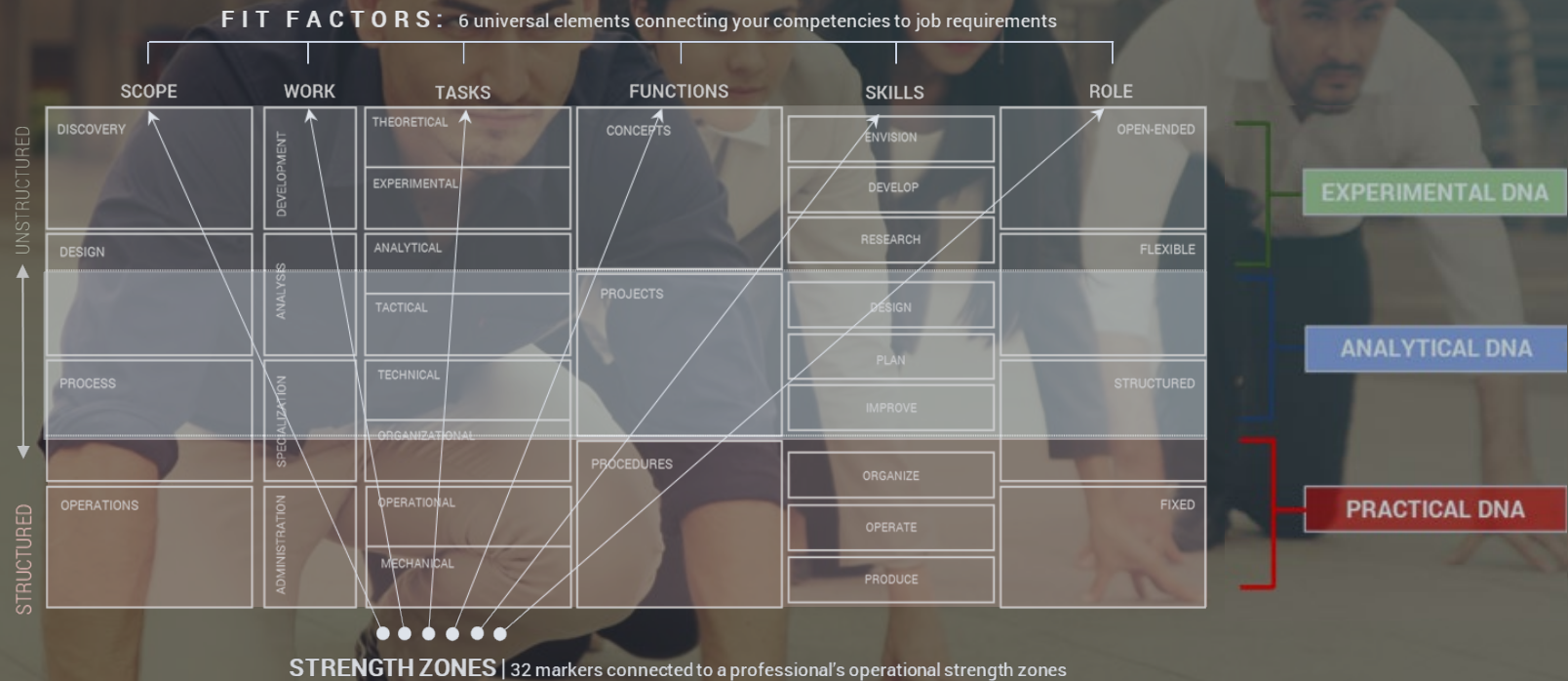
Re-designing and aligning roles with goals

Position Success | Operational Fit to Role

Getting the right people in the right roles



Operational Alignment (OA) is the key



The **TALENT GENOME** is a universal, operational competency blueprint based on key performance requirements and levers needed to fulfill tasks, processes, and roles. It is comprised of six (6) operational fit factors and 32 performance levers. This map can be used to design any job role, as well as match a person's core competencies to role requirements, work-activity, and organizational objectives.

STRUCTURED LEVERS :

Focus on practical requirements, routine work patterns, and action-oriented activities. These markers target quality, accuracy, and precision and describe work focused on immediate results with more consistent, reliable, and predictable outcomes.

UNSTRUCTURED LEVERS:

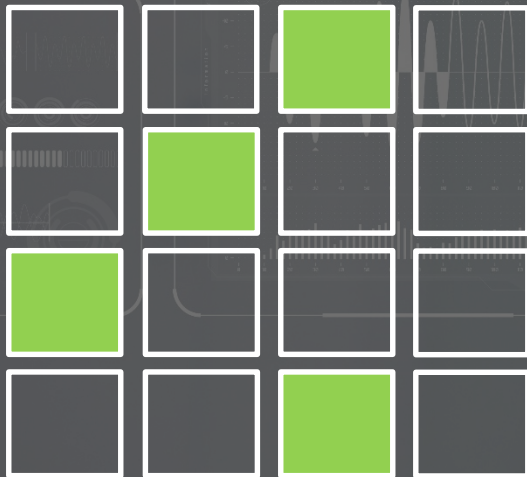
Focus on creative requirements, non-routine work patterns, and imaginative activities. These markers target conceptual exploration or experimentation to develop, expand, or transform systems, projects, or teams with more open-ended outcomes.

HIRE DIRECTION | Position Success Indicator (PSI)

A talent sequencing model that extracts, identifies, and aligns measurable operational work patterns with key performance objectives (KPOs) used to design jobs, tasks, and role requirements

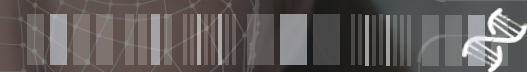
PSI Assessment

- ✓ [8] occupationally agnostic, multi-choice questions
- ✓ Operational instrument, not psychometric
- ✓ No "right" or "wrong" answer choices
- ✓ Takes an average of 10 minutes to complete
- ✓ Captures 150 unique data points



What Are The Results?

Every person has a unique operational signature that matches universal job requirements. This signature can be quantifiably matched with key performance objectives (KPOs) to determine where a person will thrive in certain roles.



(functional fit with universal requirements)

	SCOPE	WORK	TASKS	FUNCTIONS	SKILLS	ROLE
ON STRUCTURED	DISCOVERY 12% Seek opportunities where you can create or explore new products, services or applications, or help an organization transform itself	DEVELOPMENT 12% Communicate your ability to handle unstructured work and experimental solutions	THEORETICAL 12% Leverage big picture thinking EXPERIMENTAL 12% Leverage your exploratory	CONCEPTS 12% Keep developing your proficiency to create synergy to better identify opportunities for transformation among people, systems and information	IMAGINE 12% Focus on creating new ideas EXPLORE 12% Focus on experimentation ENVELOPE 37% Focus on connecting ideas	OPEN-ENDED 12% Learn to push value beyond existing areas. Begin reflecting on how your influence and involvement on a greater scale
	DESIGN 12% Seek opportunities where you can build, improve and re-engineering, develop strategy or apply continuous improvement	ANALYSIS 37% Communicate your ability to identify trends and analyze solutions	ANALYTICAL 12% Leverage your planning strategy PRACTICAL 37% Leverage your critical reasoning and problem-solving	PROJECTS 37% Keep developing your proficiency to manage complex processes and systems to integrate capacity, systems and information	EXAMINE 12% Focus on identifying options PLAN 12% Focus on design thinking IMPROVE 12% Focus on problem solving	EXTENDED 37% Extend your focus beyond ensuring alignment, you also creating solutions that can increase innovative discovery
	PROCESSES 37% Seek opportunities that provide clearly stated objectives, alternatives and sustainable solutions	SPECIALIZATION 12% Communicate your ability to manage new and complex	TECHNICAL 12% Leverage your talent precision ORGANIZATIONAL 12% Leverage your readiness and	PROCEDURES 12% Keep developing your proficiency to create synergy to better identify opportunities for transformation among people, systems and information	ORGANIZE 12% Focus on creating efficiency	STRUCTURED 12% Offer your organizational support into other areas to be less one-dimensional. Link yourself to other roles and goals
	OPERATIONS 12% Seek opportunities involving predictable activities, where you can achieve immediate results and praise for the things you do	ADMINISTRATION 12% Communicate your ability to be efficient and perform in your work	OPERATIONAL 12% Leverage your mobilizing action MECHANICAL 12% Leverage your consistency and reliability	PRODUCE 12% Keep developing your proficiency to create synergy to better identify opportunities for transformation among people, systems and information	PRODUCE 12% Focus on executing	FIXED 12% Find ways to increase your level of quality service, exercise greater accuracy from the work or projects you are given

HIRE DIRECTION | Position Success Indicator (PSI)

Identifies and aligns measurable work patterns with **key performance objectives** (KPOs) used to design task and role requirements

What Is It Based On?



A universal talent and jobs blueprint based on six (6) key performance requirements used to design all job roles:

SCOPE | WORK | TASKS | FUNCTIONS | SKILLS | ROLE

Based on decades of systems, organizational, and developmental research; 7 years of experimental application; data from 10K+ genomic assessments



SCOPE	WORK	TASKS	FUNCTIONS	SKILLS	ROLE
DISCOVERY 12% Look opportunities where you can find or create new products, services or tools as a response to customer needs	DEVELOPMENT 12% Communicate your ability to build, improve and enhance products, services or tools	TECHNICAL 12% Leverage big picture thinking	CONCEPTS 12% Keep developing your proficiency to make things better, identify opportunities for transformation along people, processes and infrastructure	ANALYZE 12% Focus on creating new shape	OPEN ENDED 12% Learn to push your beyond existing shape, dig deeper on how you influence and create content and shape your
DESIGN 12% Look opportunities where you can build a significant and enduring, meaning strategy or path towards management	ANALYTICAL 12% Communicate your ability to analyze, interpret and synthesize data	EXPERIMENTAL 12% Leverage your experimental	ANALYTICAL 12% Keep developing your proficiency to make things better, identify opportunities for transformation along people, processes and infrastructure	EXPERIMENTAL 12% Focus on experimentation	ANALYTICAL 12% Learn to push your beyond existing shape, dig deeper on how you influence and create content and shape your
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What Does It Measure?

Unlike most assessments—which evaluate characterological patterns and temperament—PSI analyzes occupational fit based on functional alignment with key requirements

OPERATIONAL ASSESSMENT

(functional fit with more structured vs un-structured requirements)



versus

CHARACTEROLOGICAL ASSESSMENT

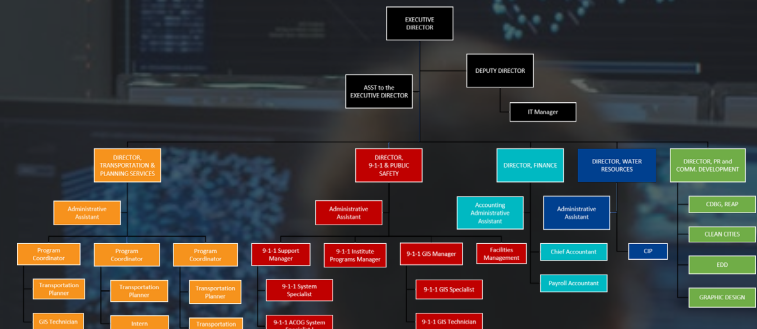
(personality predisposition or temperament)



We ensure sustainable organizational solutions

Org Structure Alignment

Improve effectiveness by re-aligning strategy, structure, and org functions by key performance objectives (KPOs)

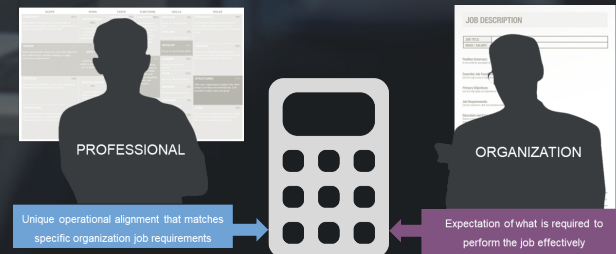


Role Alignment

Enhance functional design, efficiency, and effectiveness of critical job roles

Sustainability

Ongoing talent and role mapping tools to optimize sustainable solutions, while course-correcting when and where you need



HIRE DIRECTION | Applications: Organizational Development

STEP 1 :

Re-align the seating chart (by function)



STEP 2 :

Re-define org functions using KPOs

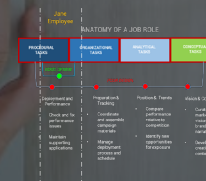
The table displays KPOs for various roles. The columns represent different KPO categories, and the rows list specific roles. The data is as follows:

Role	KPO 1	KPO 2	KPO 3	KPO 4	KPO 5
CEO					
COO					
CFO					
CMO					
HR					
Finance					
IT					
Marketing					
Sales					
Operations					
Logistics					
Production					

STEP 3 :

Transcribe KPOs into tasks

PSI Role Requirements
TASKS TYPE by COLOR CODE:
● CONCEPTUAL TASKS
● ANALYTICAL TASKS
● ORGANIZATIONAL TASKS
● PROCEDURAL TASKS



STEP 4 :

Design the right seats from tasks

The table shows task assignments for different roles, categorized by task type. The columns represent different task types, and the rows list specific roles. The data is as follows:

Role	Conceptual Tasks	Analytical Tasks	Organizational Tasks	Procedural Tasks
CEO	Task 1	Task 2	Task 3	Task 4
COO	Task 5	Task 6	Task 7	Task 8
CFO	Task 9	Task 10	Task 11	Task 12
CMO	Task 13	Task 14	Task 15	Task 16
HR	Task 17	Task 18	Task 19	Task 20
Finance	Task 21	Task 22	Task 23	Task 24
IT	Task 25	Task 26	Task 27	Task 28
Marketing	Task 29	Task 30	Task 31	Task 32
Sales	Task 33	Task 34	Task 35	Task 36
Operations	Task 37	Task 38	Task 39	Task 40
Logistics	Task 41	Task 42	Task 43	Task 44
Production	Task 45	Task 46	Task 47	Task 48

STEP 5 :

Match right people to the right seats