



## STRUCTURAL AND TALENT ANALYTICS

### What is it?

Through using our **Genie System** we are able to provide an organisation with analytics and diagnostics on potential barriers to strategy execution, structural inefficiencies, and reasons for employees' disengagement and non-performance.

### Genie's analytics functionality will be beneficial when you need to:

- Execute your strategy by aligning it with structure and people
- Diagnose structural and people inefficiencies
- Determine total employee engagement, misuse and wastage
- Identify 'high potential' talent pools
- Determine talent readiness
- Identify future talent & business challenges

### Genie has 3 analytics tools within the system:

- **Mode Plots**
  - ✓ Provide users with comprehensive and visual snapshots of talent pools that are based on live data and real time capability
- **Organisational Mapping**
  - ✓ Helps leaders and managers attain a visual, graphic map as to what is happening in the organisations from a structural and people perspective
- **Capability Balance Sheet**
  - ✓ Helps managers adequately utilise their people resources by maximising 'flow' and engagement in their team

For more information on our Structural and Talent Analytics approach or for a free consultation please contact [info@biooss.com](mailto:info@biooss.com) or call 011 450 2434.

## STRUCTURAL & TALENT ANALYTICS TRAINING

Clients who purchase a Genie license will receive training on the analytics capability of the Genie system.

This training course is run as an in-house course.

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