

Structural and Talent Analytics

Structural and Talent Analytics Training

Training can be provided to clients and consultants if required, however it is not mandatory.

Additional information can be sourced by contacting the Johannesburg office on +27 (0) 11 450 2434 or emailing info@bioSS.com.

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 the Structural and Talent Analytics approach or a free consultation please contact info@bioSS.com or call 011 450 2434.

