

One System Supporting the Full Employee Cycle

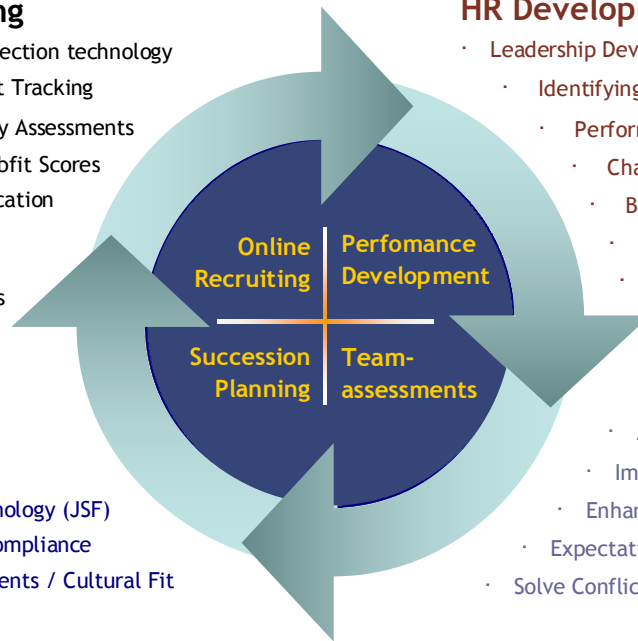
Integrated ASP /SaaS Solutions for Professional HR Management

Online Recruiting

- Criteria based pre-selection technology
- Transparent Applicant Tracking
- Eligibility & Suitability Assessments
- XML Integration of Jobfit Scores
- Automated Communication
- Interview Guide
- Integration of other 3rd Party Assessments

Organizational Development

- Succession Planning
- Job Description Technology (JSF)
- Competency Model Compliance
- International Assignments / Cultural Fit



HR Development

- Leadership Development / Style Analysis
- Identifying Strengths and Weaknesses
- Performance Management Options
- Change Resilience / Adaption
- Behavioural Tendencies / Coaching Support
- Employee Retention Program
- Competency E-Learnings

Team Alignment

- Assignment of Roles
- Improve Collaboration
- Enhanced Results and Work Satisfaction
- Expectation Management
- Solve Conflicts and Improve Team Spirits

The Objective of Harrison Assessments

The main objective of Harrison Assessment is to predict and/or explain peak job performance. For better hiring or HR development decisions you need to understand the reasons for good or bad performance for each of many different job types or contexts.

Our Performance research identifies the factors that relate to success for each specific job, ignores the factors that don't relate to success and gives greater importance to the performance related factors which have greater impact on performance.

Harrison Assessments calculates a Job-Fit-Score based on the person's trait score in relationship to the impact it has on job performance. There is only one questionnaire that measures 157+ „traits“, thus the result can be regarded in multiple aspects and different jobs.

Harrison Assessments delivers this Know-How and ability right to the desk of the HR decision maker.

Comprehensive Reports

Harrison Reports are designed to be **easily understood** by managers and employees without any psychological background. There are 23 different Reports covering all areas displayed in the graph above. This ensures minimal effort and time consumption and comprehensive and clear decision support materials.

Validity and Reliability

Harrison Assessment provides access to much more than just personality data. Our Assessments are based on benchmark /ideal jobholder profiles, not on averages or norms. Our JSF Requirements include skill and knowledge items as well as personal and corporate values fit. Customizing your own job requirements would naturally be closer to the actual needs. Our research shows that the technology we use can reach +/-6 % correlation to actual performance. Case studies show that the HATS System provides valid recommendations and decision support. Reliability is also very high esp. as a hidden consistency check sorts out assessments that should not be considered ($r \leq .95$). (Please note that this is recalculated from QA'ed Job Templates and actual placement projects)

The special advantage of the Harrison Technology is that we systematically avoid screening-out faults.

Languages

Harrison Assessments supports **22 languages** on the questionnaire and 12 languages on the reporting side. This means that the language of the questionnaire is independent from the reporting language, giving leverage to a centralized shared service as well as localized use. Accordingly, a fully elaborated authorization system provides access controls and ensures **compliance with privacy and data protection**.

RECRUITING SOLUTIONS



HATS - It is all about selecting the right people for the right place !

HR-XML integration enables data integration with other systems like SAP™ Succession Management / Org. Management, TALEO™, Success Factors and other assessment tools like aptitude testing, skill-checking etc. We would suggest to use preferably **JobFit Scores** to complement the existing data. Integration technology is also available for Job-Boards and Search-Portals. Please ask for details.

DEVELOPMENT SOLUTIONS

In order to succeed in today's competitive environment, companies must continually increase productivity, retain top talent and build effective teams. They need managers that are able to build trust and work satisfaction. Developing a Corporate Culture that inspires, challenges and promotes top performance and creates happy employees at the same time should therefore be one of the Top Goals for Management.

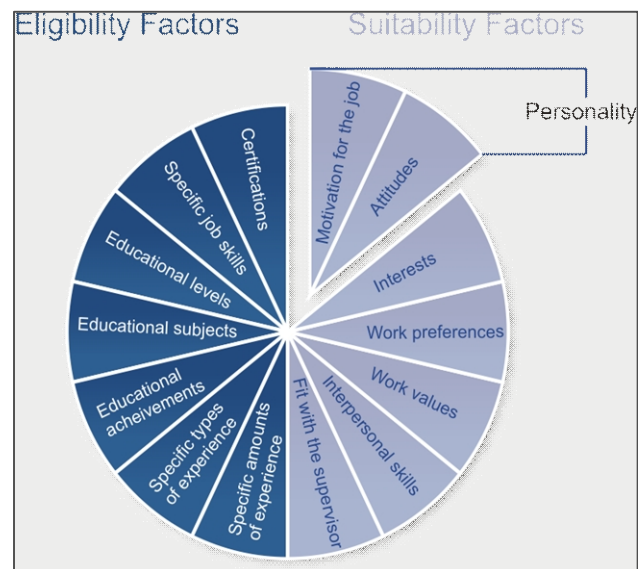
We start the process of employee development with our 30-minute SmartQuestionnaire which provides a comprehensive analysis of work preferences, interests and interpersonal tendencies. Understanding the needs and competencies available would be a natural first step for effective and efficient development. Followed by a feedback session both company and candidates gain in depth access to personal styles, goals, motivations limitations and social / emotional competencies.

Our **ParadoxTechnology™** provides managers with a clear understanding of behaviors that will enable them to improve results and become more effective team members and leaders. It even includes a mapping of their stress behaviors and how those impact other team members and employees. By mapping managers' as well as the entire teams' behaviors against the key paradoxical principles of leadership, managers can immediately start with practical actions for coaching performance, retaining talent and building effective working relationships.

Creating Superior Performance?

Most people can make a mediocre HR decision. Most companies only create minimum requirements for education, job experience, and skills when recruiting employees. This very simply cannot create excellence! You have to understand in depth what makes excellence possible and therefore you have to assess job eligibility (experience, education, and skills) systematically. You have to question in depth the importance of behavioral suitability factors such as attitudes, motivations, interpersonal skills, competencies, interests, work values, work preferences and corporate values. „Can goals be achieved easier, if someone was like this?“

Harrison Assessments creates a so much better insight into factors that determine success in any given situation. By evaluating all the important eligibility and suitability factors in one integrated assessment HATS will accurately identify the IDEAL candidates. And, since our system enables you to predetermine the importance of each job success factor, you don't have to interpret the assessment results. Using a single JobFit score the system automatically identifies the ideal candidates.



Customized Job Success Formulas

In order to find and hire the best candidate, regardless whether internal or external, you need to measure all factors that determine success. You can base your own customization on our research and benefit from our 20 years of experience. There are 150 fully elaborated functional job requirement templates, 15 different base competencies and hundreds of question & answer sets for creating your own JSF Templates for Recruiting and Development. Choose from 20+ Sales Base JSF, 16 Customer Service JSF or 30 Admin JSF and formulate your own criteria right into it. New JSF can immediately be used for screening and analyzing also existent assessments.



Harrison Assessments @ work

There is nothing to be installed on any machine on the client side. IT needs to unlock the firewall for certain URL's. HA will be used in a secured environment either by your own operators or by a trained service provider who operates the system for you.

Development and Team Assessments

Candidates are invited to do the test. The system has the ability to publish general links as well or let assessee take the test from screen. There is no cost related to the invitation. Only reports will charge HA Units that need be bought prior to using them. Working with a service provider may have variations to this concept.

Recruiting

Application links can be posted with the advertisement or on job boards. Recruitings have a split charging system and are based on very low „per applicant charges“ and somehow higher charges after short-listing the candidates. Annual schemes for jobs with high applicant volumes are available and can be applied to certain regions only.

System-Pricing (Excl. applicable VAT)

The System automatically reduces your balance of HA-Units that needs to be acquired in advance of running a report. There is a maximum charge of 6 units per person for all reports regarding Suitability and Eligibility assessments. Additional charges may apply for e-Learnings, Career- and Team-Reports.

Units are available as single units (€29 / Units) and bulk orders starting from 100 Units (€20,60/unit). Higher units-numbers allow higher discounts down to 13,40€/unit for 10000 units or more. The price for a full set of reports for one person (6 units) may therefore vary. Below prices would be a good calculation base for companies screening about 1000 staff per year.

- Eligibility assessments in recruiting drives: 3,50€ - 9,00€
- Suitability assessments (behavioral): 50,00€-80,00€
- Management Audits, Coaching Reports (6 units) 100,00€-180,00€
- Behavioral competency screening: 48,00€

We provide accreditation trainings that allow customers to run the whole system without consulting services: 1300€ / User

Other services (e.g. interviewing, new JSF, leadership audits) are charged at hourly rates: 225€/h

How to get started

There are several options to start using Harrison Assessments. We offer webinars, trials and presentations. Normally there is a trial phase which causes neither obligation nor any set up fees. Prices apply as per default price list. After an initial test of about 5-10 people the client determines how he wants to operate the system, either on his own or with the help of us as a service provider and invites his candidates. We suggest that the training should be taking place in a timely manner with operational use of the system as it requires some routine to be run and interpreted effectively.