



Executive Team Analytics

Building and developing high performing Executive Leadership Teams is essential to organizational success. Ensuring you have a deep understanding of **each individual's strengths and development opportunities**, while at the same time analysing how disparate, **counter-productive behaviours** interact within the group, is crucial to implementing an **action plan** that will eliminate potential anchors on performance and drive team effectiveness and business results.

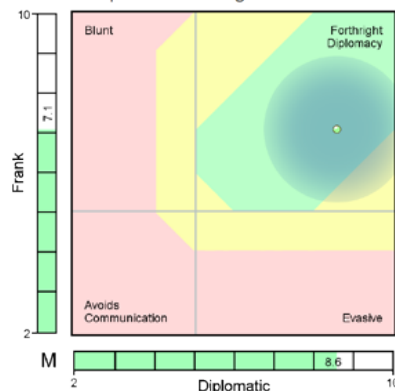
Harrison Assessments Analytics employ a cutting edge, talent management technology that provides insights for executive development. Break the cycle of depending on unreliable gut feelings and utilize **quantifiable behavioural data** to determine team capabilities. Create a **Succession Planning strategy** for identifying high-potential leaders within your organization.

Why Choose Harrison for your Executive Team Development?

Based on twelve essential leadership behavioural competencies, **Paradox Mastery Technology** is unique in its ability to display whether strong traits are really strengths or whether they are potential derailers. To truly develop performance, individuals must first **understand their own behavioural preferences**; recognize and build on their behavioural strengths, while acknowledging the perception of behavioural weaknesses as they relate to a leadership role.

Respectful Candor (Communication)

The tendency to communicate in a respectful and straightforward manner



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Organizational Analytics

Top down, bottom up or any combination in between, segment and visualize your organizational data in ways that make it **easy to understand** where the **opportunities and challenges** lie. Dashboards are available for analysis of Employee Engagement, Behavioural Competencies, and Paradox Mastery. Harrison Assessments Analytics provides a **discovery tool** like no other in the industry.

Why Choose Harrison for your Executive Team Development?

- Provides the most accurate, predictive, and detailed behavioural data in the industry.
- Incredibly efficient, measuring 175 behavioural traits using one **20-minute SmartQuestionnaire**.
- Provides a **common language** to discuss behaviours.
- Provides individual executives with a **framework for understanding** their own behavioural preferences and which need development to further boost performance and satisfaction.
- Indicates **potential personal disputes** within organizations and provides a narrative to assist with resolution.
- Identifies **competency gaps** that may need to be filled with future hires.
- Facilitates strategic planning and task allocation that maximizes the use of individual leadership strengths.
- Offers **flexible utilization** options that can easily expand to incorporate data across custom tags or the entire organization.



Contact us to start building a Coaching Culture

Discover what is really going on with your Executive Leadership Team. Develop a **strong team culture**; build trust and rapport and align leadership behaviours with **strategic initiatives** and **organizational goals**. Get the right people on board and all moving in the same direction.

Soluciones Harrison para el Ciclo de Vida del Talento

Harrison Assessments utiliza análisis predictivos para ayudar a las organizaciones a adquirir, desarrollar, liderar y motivar su talento. Este completo análisis de decisiones sobre el talento proporciona la información necesaria a lo largo del ciclo de vida del talento para crear equipos eficaces y desarrollar, motivar y retener el talento clave. Póngase en contacto con nosotros para saber cómo ayudamos a las organizaciones a tomar grandes decisiones.

