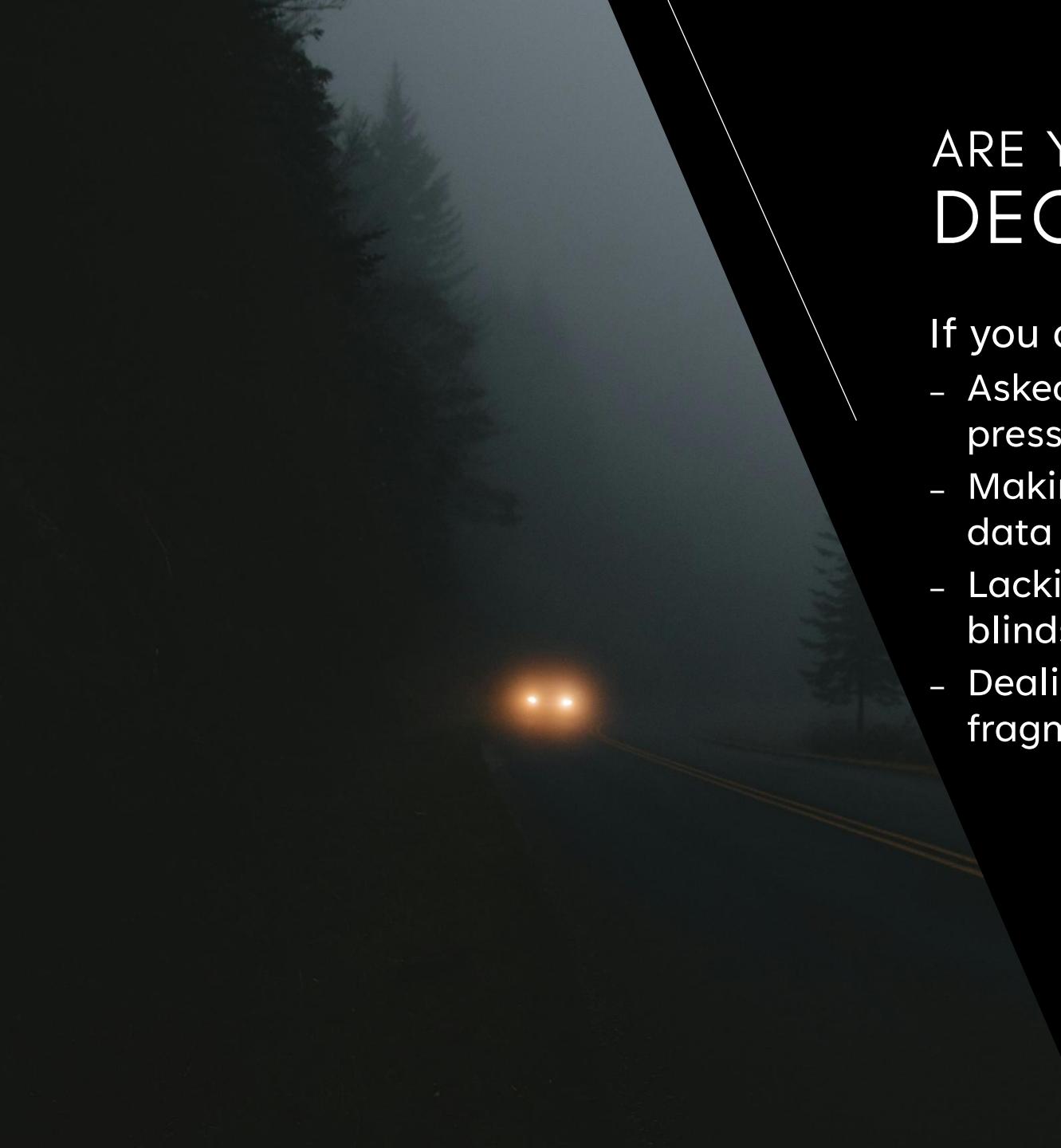


UNLOCK YOUR TALENT ADVANTAGE

AI-enhanced insights for smarter people and organization decisions

An SBA solution, powered by





ARE YOU MAKING DECISIONS IN THE DARK?

If you are:

- Asked to grow performance under high cost pressure, speed, and complexity.
- Making talent decisions relying on incomplete data and anecdotal feedback.
- Lacking a clear, shared view of strengths and blindspots.
- Dealing with development investments that are fragmented, with limited evidence of ROI.

**You need a faster,
clearer, and more reliable way
to see your talent.**

SBA
PEOPLE STRATEGY PARTNERS



SBA x GLOCOACH: SHEDDING LIGHT ON YOUR TALENT STRATEGY



With **SBA Talent Advantage**, powered by our strategic partners at **GloCoach**, you get:

- **AI-powered structured interviews** that reveal real strengths, risks, and blindspots.
- **Strategic advisory:** Our OD experts translate raw data into meaningful insights, strategic themes, and practical action.
- **Multi-level insight:** Individual, team, and organization views updated in real time.
- **From insight to action:** Not just reports, but clear decisions and focused initiatives you can implement.

**Human-centric, AI-powered, and
fully aligned with your business
goals.**

SBA TALENT ADVANTAGE

HOW DOES IT WORK?

TWO APPLICATIONS, ONE STARTING POINT

Everything starts with **OBA by Lance**, GloCoach's AI interviewer. Lance interviews each talent and their 360-degree team [line manager, peers, and direct reports].

The data collected is then aggregated by our experts into an individual Observation-Based Assessment [OBA] report.

Both applications use the same data sets to ensure consistency and impact, at scale.

For more details about the applications, see the following pages.

Observation-Based Assessment **OBA by Lance**

Powered by  **GloCoach**
LEADERSHIP ACCELERATOR

APPLICATION 1 **TALENT STRATEGY**

- **Aggregate OBA results across the organization**
- **Define strategic organizational-level actions** in alignment with business goals
- **Development and deployment of org-wide interventions** to achieve strategic business goals

APPLICATION 2 **INDIVIDUAL TALENT DEVELOPMENT**

- **OBA report** for each talent
- **Focused debrief session** with each talent
- **Report-out sessions** with line managers and sponsors
- **Individual development coaching** journey aligned with identified development goals

APPLICATION 2: BOOST YOUR TALENT STRATEGY

Thanks to SBA's over 40 years of experience, we partner with you with **targeted talent strategy** advisory, enhanced by GloCoach's AI-powered interviews.

We aggregate OBA results across teams, functions, and locations to define what "great" looks like in your critical roles and competencies. **This gives you a clear view** of strengths, gaps, and future-ready capabilities, so you can pinpoint where to invest in key roles, populations, and critical skills.

We work with you to create a sustainable and adaptable talent management strategy. From recruitment, selection and succession planning, to performance management and evaluation, we've got you covered.

Based on real on-the-ground data, we identify develop leadership, talent, and change initiatives and translate them into **a practical, phased roadmap** that supports your business strategy over time.

Turn scattered talent signals into one clear, strategic picture.

APPLICATION 1 BOOST YOUR TALENT STRATEGY

Our Talent Strategy Advisory combines SBA's 40+ years of OD experience with GloCoach's AI-powered Lance interviews to **turn scattered talent signals into a single strategic picture.**

From position profiling to development priorities, every step is grounded in real on-the-ground data, not assumptions, for **better decisions and more focused investments.**

Observation
Based
Assessment
OBA by
Lance
Powered by


POSITION PROFILING & TALENT MANAGEMENT

- Use GloCoach's AI Lance for targeted, efficient data collection on critical roles.
- SBA consultants vet, analyze, and benchmark this data to create **tailored, competency-based position profiles** suited to your business environment.
- Using these position profiles, we work with you to **design systems and processes** that fit your talent management strategy.
- We help you **apply the profiles** across recruitment, selection, succession planning, performance management, and evaluation.

DEVELOPMENT PRIORITIES & ROADMAP

- Rely on verified on-the-ground information to **predict and pinpoint where to invest in your people and organization** for best effect.
- Develop leadership, talent, and change initiatives based on real needs, with the end goal of **a practical, phased roadmap** that supports your business strategy over time.

Turn scattered talent signals into one clear, strategic picture.

APPLICATION 2: INDIVIDUAL TALENT DEVELOPMENT

Use GloCoach Lance for Observation-Based Assessments (OBA) to power up your talent, at scale.

THE FLOW:

- **Run OBA for each talent** and their 360-degree team. Interviews are done online, with an AI interviewer that speeds up the process and gather high-quality behavioural feedback.
- **Gain a picture of strengths and blindspot behaviors** in a detailed individual report.
- **Each talent gets a focused debrief** and identifies 2–3 targeted development goals.
- **Embark your talent on a fully tailored development journey.** SBA and GloCoahc will help you identify the right coaches and design coaching or other development initiatives.

THE DIFFERENCE WE MAKE:

- **Coaching journeys build on objective data** rather than opinion or guesswork.
- **Easily scale** across leadership cohorts, high-potential pools, and critical roles.

Faster, more targeted coaching with visible, measurable behavior change.

TIME TO EXPLORE YOUR TALENT ADVANTAGE? START WITH A **FOCUSED PILOT!**

APPLICATION 1 TALENT STRATEGY

One function or unit

OBA insights + executive report + strategy roadmap

APPLICATION 2 INDIVIDUAL TALENT DEVELOPMENT

10 - 20 leaders

OBA + debriefs + targeted individual coaching

Within 3-4 weeks you get: A clear talent picture, priority actions, and a concrete plan to move forward.

Everything we do at SBA is fully tailored to meet our clients' needs and goals – including pilot options.

Let's explore what a tailored pilot could look like for your team or function.

BOOK A PRELIMINARY CALL

or send an email to fabrizio@shibisset.com

ABOUT THE SBA x GLOCOACH PARTNERSHIP

SBA's strategic partnership with GloCoach is based on our shared values, and a belief in leveraging the most advanced and solid knowledge and expertise to help organizations and leaders build workplaces where people can do meaningful work.

ABOUT GLOCOACH

GloCoach was founded in 2018 to unleash people's leadership potential by helping organizations answer two critical questions:

- **How do you put the right person in the right role?**
- **How do you accelerate leadership development?**

Its AI-powered, human-centric approach begins with the Observation Based Assessment (OBA), which provides personalized, work-contextualized development recommendations.

This gives organizations clear visibility into strengths, blind spots, and growth priorities tied to business needs.

GloCoach then activates development through a global network of 400+ executive coaches with deep senior management experience. By combining OBA insights, a strong coaching methodology, and practical expertise, coaches drive measurable behavioral change. Results include observable shifts within three months and an average 40% improvement in key leadership competencies.







Founded in Shanghai in 1982 by Dr. Shi Bisset, SBA leverages on more than 40 years of hands-on consulting and advisory experience in China, Asia, and globally.

TAILORED SOLUTIONS

Built for you, with you, based on research and real-life experience accumulated over 40 years of work across industries.

HONEST ADVICE

We tell you what you need to hear, not what is most convenient.

REAL PARTNERSHIP

We work alongside you like a part of your team, not outsiders. Your success is our success.

PEOPLE-CENTERED, RESULTS-DRIVEN

We believe strong organizations are built on strong people. And we help you get both right.

Meet the TEAM



Fabrizio
Ulivi

Managing
Partner

Leveraging on a decade of hands-on consulting experience in the human resources and organizational development fields, Fabrizio partners with SBA Clients to help them connect their needs with their strategy, ensuring that any solution is always targeted to the achievement of their goals.

Fabrizio specializes in People Strategy solutions design, with a particular passion for People and Leadership Development.



Jamie
Chang

Partner

Jamie is our Talent and Organisational Management expert.

Specialised in People Analytics, Competency Analysis and People Development solutions, Jamie works with SBA Clients to ensure that a data-driven approach underpins our solutions.

Jamie's analytical mind makes him a great partner for our clients looking for objective needs analysis and solutions to their People Strategy needs.

People & Talent Analytics,
Organisational Development,
Change management



Rebecca
Wen
闻莉莉

Project
coordinator

A key member of the analysis and consulting team at SBA, Rebecca graduated at La Trobe University in Melbourne in Finance and International Business. Apart from conducting data collection and analysis for our client initiatives, Rebecca is in charge of supporting our Clients throughout the solution delivery process, coordinating any customized initiative to ensure that deployment is seamless and effective, from pre-launch to completion and follow-up.



WHAT WE DO



SHAPE



GROW

Build a stronger organization.

We help you clarify strategy, structure teams effectively, and build the systems that support performance.

Develop leaders who deliver.

We help executives, managers, and HR teams to build the skills they need to lead, drive results, and achieve goals.

Want to know more?

[**VISIT OUR WEBSITE**](#)

Find out how we can help you

[**TRY SBA SCAN**](#)

Our signature 5- minutes needs analysis survey.

We review your responses and produce a free of charge report with our recommendations

SHAPE

Build a stronger organization. We help you clarify strategy, structure teams effectively, and build the systems that support performance.



DIAGNOSTIC

We help you see the full picture. Through organizational assessments, competency mapping, and tailored diagnostics, we uncover what's working, what's not, and where to focus next.



CHANGE

Change is hard. We make it smoother. Whether you're restructuring, integrating teams, or shifting strategies, we guide you through the process, ensuring alignment, buy-in, and real impact.



TALENT

Attracting, developing, and keeping the right people is crucial for any organization. We help you build talent systems that work, from hiring and development to retention and succession planning.



STRATEGY

A good strategy is clear, practical, and lived - not just a document. We work with you to define, align, and embed strategies that drive meaningful results, tailored to your reality.



CULTURE

Culture isn't what's written on the walls. it's what happens every day. We help you define, shape, and reinforce a culture that reflects your values and fuels performance.

GROW

Develop leaders who deliver. We help executives, managers, and HR teams to build the skills they need to lead, drive results, and achieve goals.



LEADERSHIP

Our leadership programs challenge senior executives to sharpen their vision, influence, and decision-making, ensuring they lead with clarity, confidence, and real impact.



MANAGEMENT

Managing people is tough. We make it easier. Our programs equip managers with practical skills to handle real challenges.



HR IMPACT ACCELERATOR

HR should be a game-changer, not just a function. We help HR teams build the skills, mindset, and influence to drive business impact, shape culture, and support real transformation.



COACHING

Real conversations that drive results. Our coaching helps leaders cut through complexity, tackle challenges, and lead with impact, backed by our coaches' deep experience across industries.

HOW WE DO IT

SBA ON-DEMAND

Ongoing consulting support, check-in and advisory for those clients who want to leverage on our expertise on the longer-term.

We identify their needs and provide a sustainable, hands-on experience.

SBA STANDARD

Want to engage us for an **end-to-end project?**

This might be the best format.

We provide planning, content design, and on-the-ground implementation.

From start to finish, we deliver the full initiative's cycle.

SBA TRANSFER

We believe in knowledge-sharing to empower our clients with the knowledge and tools to sustain any initiative internally.

To do so, we create and deploy practical and effective **knowledge-transfer** sessions.

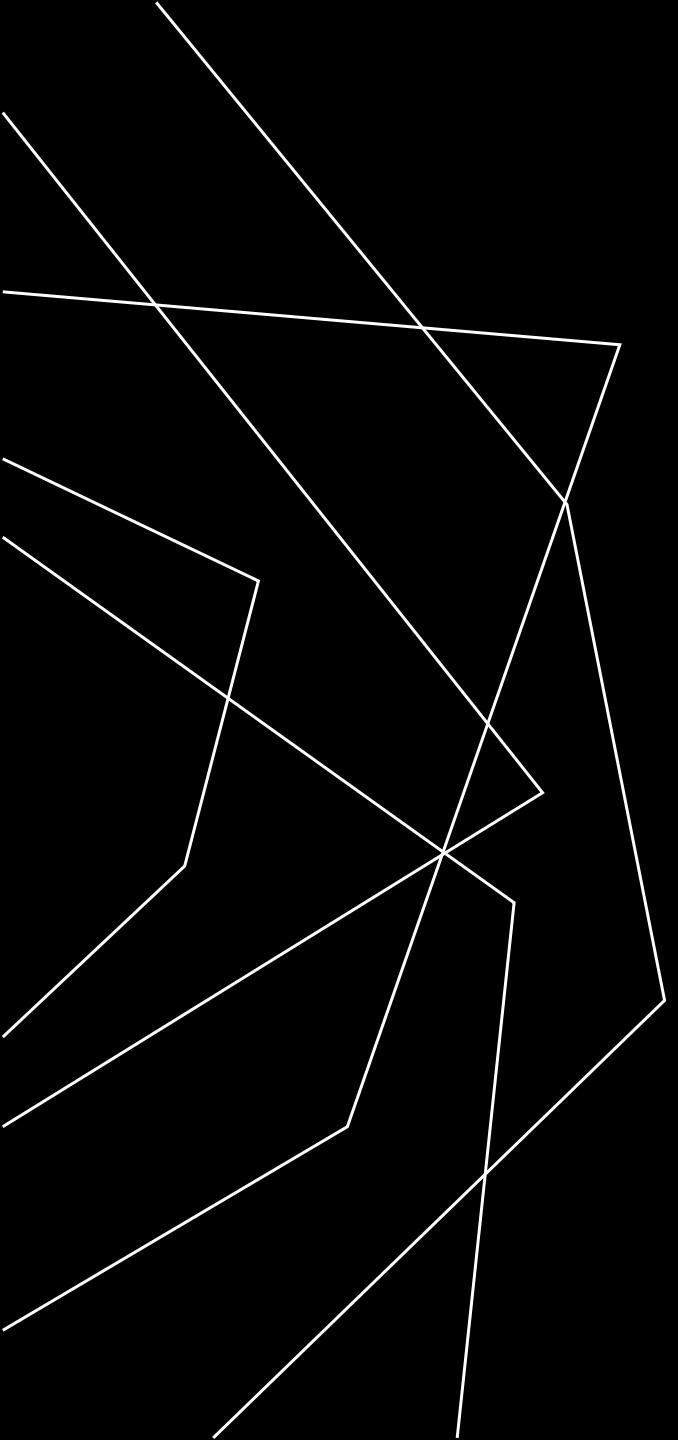
OUR CLIENTS

We partner with organisations ranging from Fortune 500 multinational corporations to small and medium enterprises across all industries in China, Asia-Pacific and globally.

No matter the size of your business, your industry, or location: We will help you achieve your goals.

Here are some of the organisations we helped over the years.





Follow us
on **WECHAT**

THANK YOU

SBA
PEOPLE STRATEGY PARTNERS



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