



Talent Engineering Technology® uses science and math to explain talent variance and predict job performance. 5 leading corporations have successfully applied our technology globally since 1991 to improve their hiring, development, coaching, engagement, self-management, and leadership development. **We are seeking partners to purchase this technology or help us scale it**

TALENT ENGINEERING TECHNOLOGY ARCHITECTURE

Causal foundation: how 3 factors interact

WORK
What the job demands

PEOPLE
Who does the work

ENVIRONMENT
Resources/Conditions

Proprietary engine: three steps

STANDARDS
Model top performers

MEASURES
Gaps Vs Standards

SOLUTIONS
Learning Options

Applications Guides: Six Tools

Candidate

Hiring

Development

Coaching

Self-Management

Culture

Outcome: more top performers

HIRE
Select for Fit

DEVELOP
Close Gaps

ENGAGE
Self-Directed

RETAIN
Keep top talent

Six Proprietary IP Components – with Scientifically and Economically Defensible Differentiation

WPE compatibility model for analyzing how value is created in any job	Success Profiles - compares people to what distinguishes top performers	5-Level Measures quantifies causes of performance and job person compatibility	Domains of Genius identifies strengths, competence, and situational genius	Work-Life model is a proven formula to enable productivity and life success	Talent Analytics defines job demands and how well people meet these needs

See 10-minute video on Talent Engineering origins and applications: <https://vimeo.com/1188854506?fl=ip&fe=ec>

This IP has proven capability to differentiate an HR consulting organization from all competitors by accurately **predicting** performance and job-person compatibility. The scientific framework for this is a 3-step Talent Engineering process:

- 1) **STANDARDS** - setting high achievable standards based on what distinguishes top performers in a job,
- 2) **MEASURES** - measuring people in or considered for the job on those high standards, and
- 3) **SOLUTIONS** - focusing change/development interventions on the measured gaps between people and standards

Evidence of Value - *Alcatel, Hitachi, Johnson & Johnson, Nokia, and Texas Instruments* issued us contractors' badges to deploy Talent Engineering Technology® globally (I traveled over 3 million miles serving their diverse talent needs and improving their HR systems). No other HR consultancy can match our ability to predict performance and job-person compatibility as accurately or cost-effectively. For example, a client CFO independently documented \$14M in bottom-line impact from a single deployment.

One Success Profile Added \$14 MILLION in Annual Sales Revenue



Scientist Developer Was Former VP-HR

I was a VP-HR with advanced degrees in Applied Cognition and Neuroscience who developed mathematical methods and practical solutions to complex HR and people problems. My experience and scientific education enabled me to develop reliable analytic HR tools that grew into a 100-item IP collection. I collaborated with professors, statistical experts, talent pros, psychologists, and software engineers to design, apply, test, refine, and validate each product in the 7-Module catalog below:



7 Module Catalog of Talent Engineering Technology®

1. **Measurement** - quantitative tools to assess/report performance and talent
2. **Standards** – high-achievable targets
3. **Coaching** – resources to help people to discover better work-life choices
4. **Analytics** – math-statistics and algorithms that explain-predict talent
5. **Talent** – resources to develop-manage
6. **Performance** – tools to identify learning priorities and strengths
7. **Development** - assessment-based learning in a solutions matrix