



Talent Engineering uses science and math to explain talent variance and predict job performance. Our proprietary, research-validated talent assessment-prediction-development system, Talent Engineering Technology®, has been successfully applied in industry leading global corporations to improve hiring, development, coaching, engagement, self-management, and leader development.

Six Proprietary IP Components – with Scientifically and Economically Defensible Differentiation

Work-People-Environment (WPE) compatibility model is a framework for analyzing how value is created in any job	Success Profiles identify what distinguishes top performers, compares people to those standards and prioritizes learning	5-Level of Talent Measurement uniquely quantifies underlying causes of performance and job-person compatibility	Domains of Genius identifies strengths, competence, and genius across Work-People-Environment variables	Work-Life Success model provides a proven formula (taught globally to 5000 people) for productive work-life balance	Talent Analytics diagnoses talent job demands and compares people to these standards with predictive accuracy

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 as us and a client CFO independently documented \$14M in bottom-line impact from a single deployment.

Scientist Developer Was Former VP-HR

I was a VP-HR with 30 people reporting who returned to graduate school to earn advanced degrees in Applied Cognition and Neuroscience. My goal was to find mathematical methods solutions to complex HR and people problems. That experience combined with my 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 catalog:



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