

People Science. People Answers.

Transforming Workplaces Around the World

JS

SHL

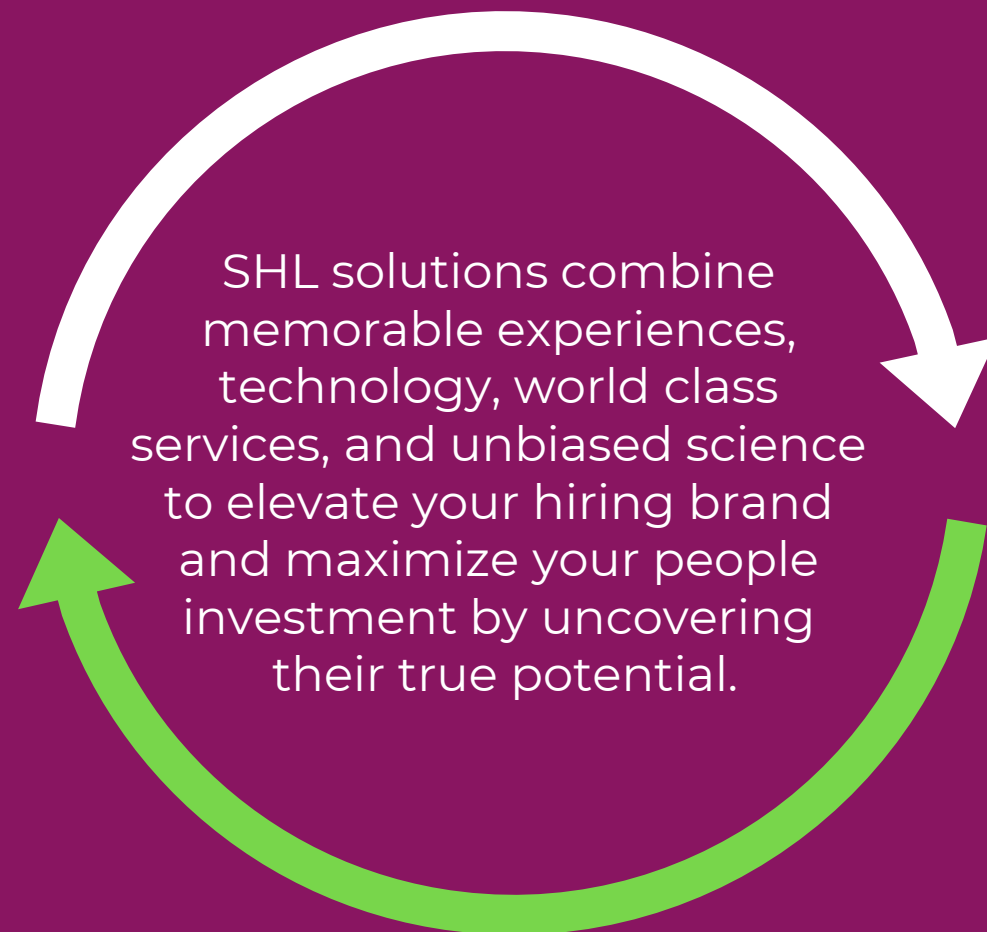


About SHL





Maximize Your Organization's Success by Personalizing the Employment Lifecycle



Providing People Answers to Help Over 10,000 Businesses Worldwide

amazon



BARCLAYS

AstraZeneca

Bank of America

vodafone

IBM

BRITISH AIRWAYS

Capital One

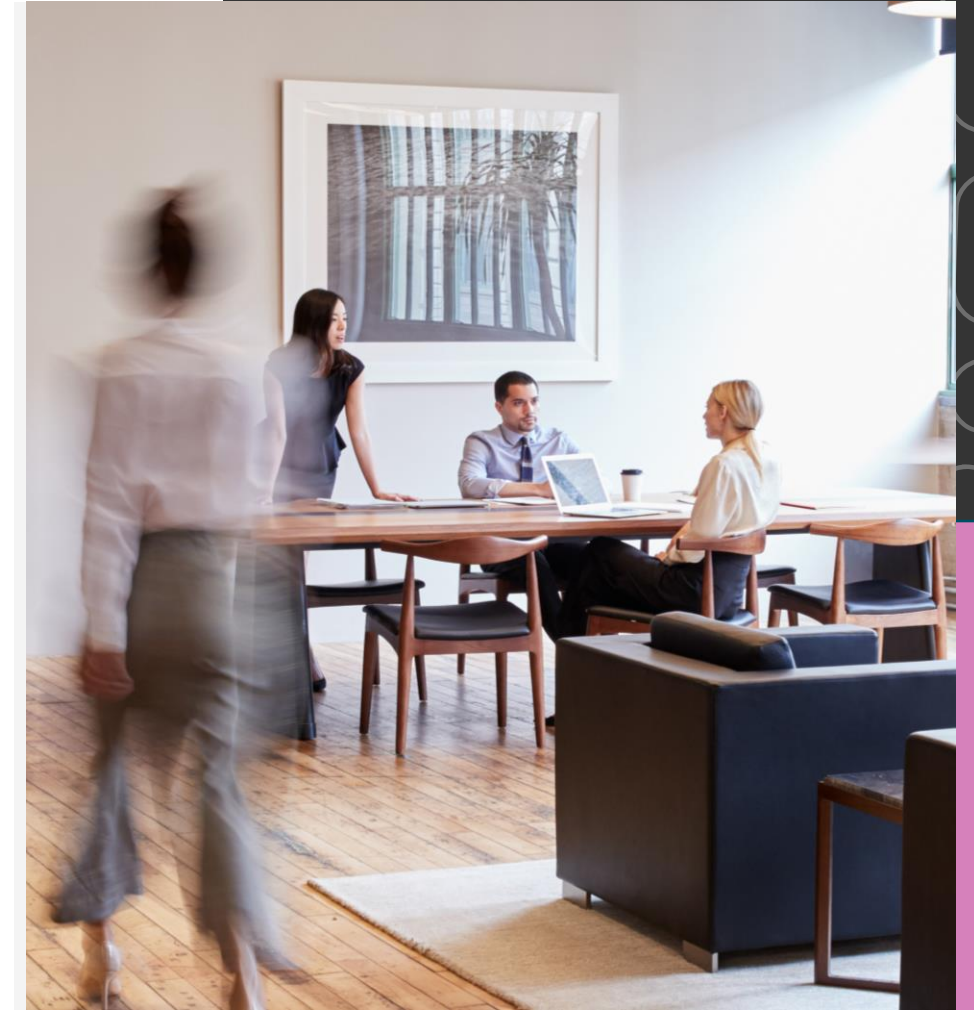
Deutsche Bank

USAA

T-Mobile

Bring the Power of Objectivity to Every People Decision

Engage and empower talent throughout
the employee lifecycle



From Talent Acquisition...

Whatever role you are hiring for, SHL has the answers.



Early Careers

“How do I identify potential within early careers candidates?”



Volume Hiring

“Do I have the candidates to scale a new contact center or sales force?”



Technology Hiring

“How do I know I'm hiring the right developers as quickly and as fairly as possible?”



Manager Selection

“Is this leader a long term fit for my organization?”



Professional Hiring

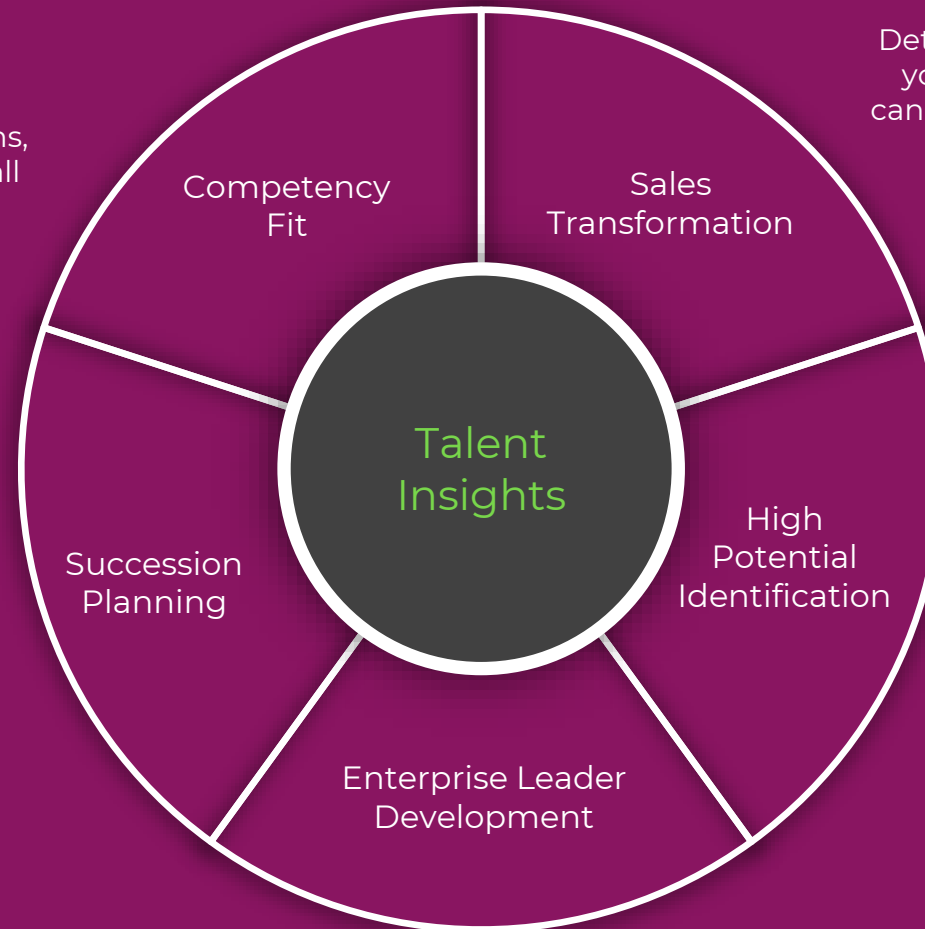
“How do I ensure that I am investing in the right talent to drive my organization's success?”

To Talent Management

One source of re-usable talent insights

Understand alignment
between individuals, teams,
and the organization on all
20 SHL competencies

Build deep succession
pipelines that flex
as your context changes



Determine whether
your sales teams
can thrive in a digital
environment

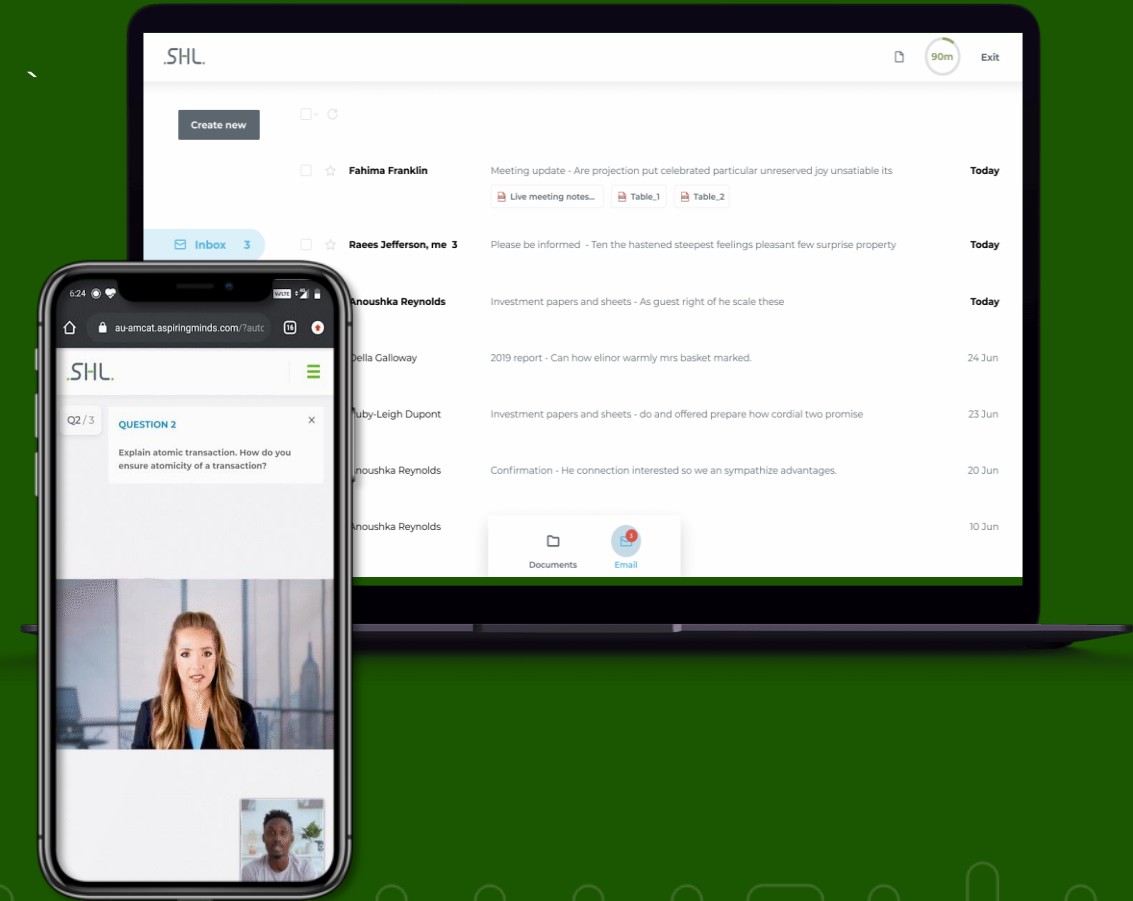
Discover those with the
ability, aspiration, and
engagement to be
your next leaders

Identify transactional, transformational, and
network leadership strengths to fast track
the development of your leaders

Drive Fairness with an Unmatched Portfolio of Products

The most predictive and scientifically robust in the market. Powered by immersive, insightful technology.

- Behavioral
- Job-Focused
- Cognitive
- 360
- Business Simulations
- Interview
- Personality
- Skills



Make Smarter People Decisions with Data- driven People Insights

Lead with real-time data to answer:



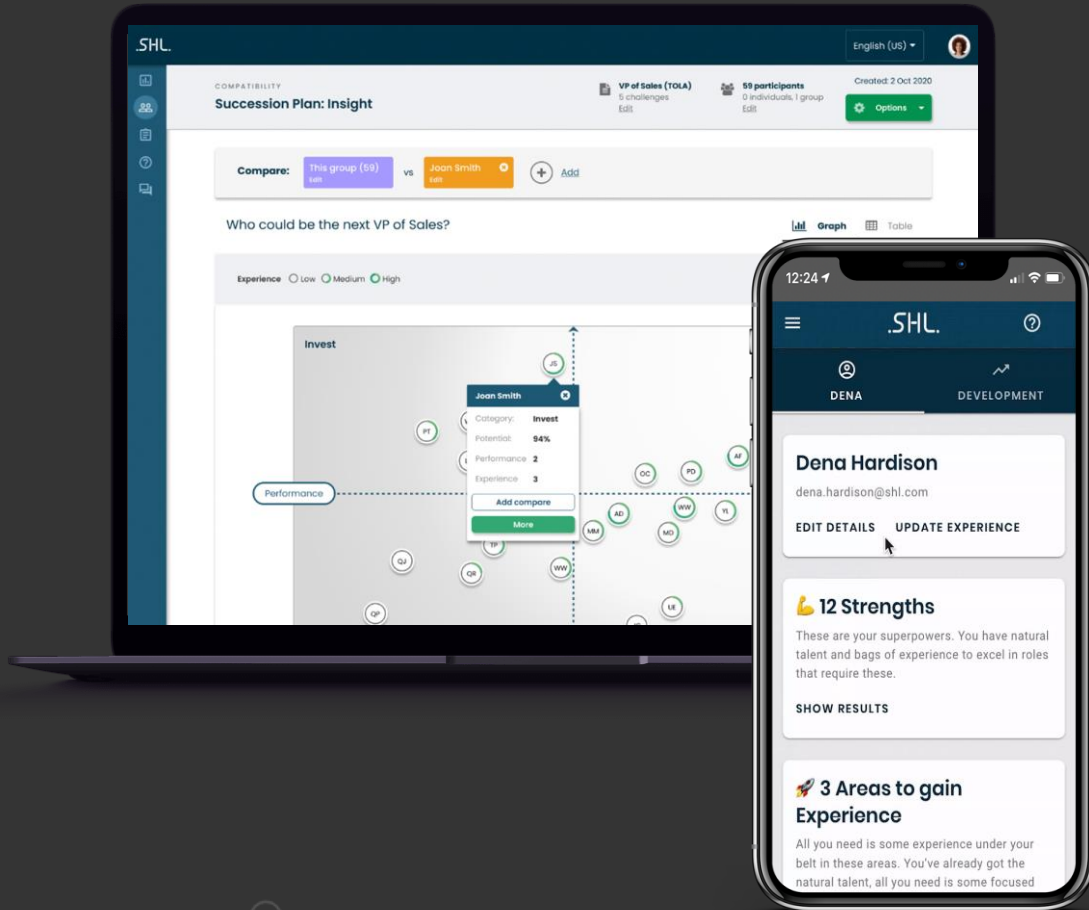
Every talent question



Every challenge you face



Every point in time



Enjoy **Seamless Adoption** with Our Expert Service

300

people scientists

150

countries

=

40+

languages

95+

net promoter
score



Expert
Guidance



Superior
Delivery



Aligned
Workforces



Business
Outcomes



Revolutionize Your People Decisions with SHL



Build the skilled, diverse, and energized workforce you need to succeed in this ever-changing world.



Unlock the true potential of every employee to boost productivity and engagement.



Elevate your employer brand to attract and retain top-quality, diverse talent.



Career Pathing

Career Pathing Process with SHL

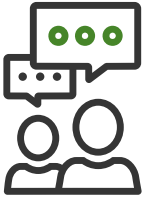


Career Pathing is the process used to connect opportunities for employee career advancement with organisational talent priorities. One step in this approach would be to understand the **key skills, abilities** and **behaviours** that are required for people to be successful in their jobs.

This helps workers understand the key aspects required to attain success in their role and gain an understanding of their **personal fit** to the role.

How can we assist the JSE in this process?

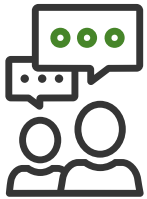
Success Profiling Sessions



- Whilst there are various steps in the overall process, we start with understanding these aspects for each role first.
- This is the current step in the journey we invite you to participate in.

Success Profiling Sessions - Who needs to be involved?

We need people who can provide valuable insights and understanding of the **key inherent requirements of the role**, i.e. the relevance of characteristics from a competency perspective - understanding people's behavior at work and their likelihood of success. In other words, helping individuals understand what they need to do in order to succeed in their roles.



The Success Profile requires **you as a subject matter expert** to share your knowledge and understanding of a specific role to enable capturing relevant competencies and characteristics in relation to successful performance in that role. **You know the role best that is why we need you unput.** This will ultimately help the organization by ensuring that the most applicable skillsets are considered for present and future talent decisions and development journeys.

Subject Matter Experts (SME):

- Job holders/incumbents
- Line managers and or supervisors
- Anyone else with detailed knowledge of the job, e.g. HR

Success Profiling Sessions – What is the Process



- You will be invited to a competency profiling session (1 hour) where you will participate with other SME's in **discussing and identifying key competencies** that would lead to successful performance in a role.
- The focus of the session is not to analyse and judge or rate **any individuals current or past behaviour**, but rather to **understand, identify and define which of these components would lead to success in the job.**
- It is important for us to hear **your own personal views** of what is critical/important and what is not, to ensure **all individuals views and perceptions are represented.**
- The output of the profiles can be used to assist in various talent related responsibilities, including **training and development** as well as **future selection.**

Thank You