



# Organizational Analytics

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## Online Interactive Dashboards

Harrison Assessments' Organizational Analytics solution enables you to inspire a **culture of engagement, retain key talent**, and **build the behavioural competence** that drives high performance. Our online interactive dashboards for **Engagement and Behavioural Competencies** allow you to easily identify development areas using the traffic light colour scheme. Select groups to analyse by department, team, or manager using **customizable tags** and easily generate reports. The **Organizational View** allows you to view group trends while the **Individual View** allows you to drill down to each employees' key factors.

## Engagement Analytics

Engagement Analytics measures one's **employment expectations** and the degree to which they believe their expectations are **being fulfilled**. The Organizational View for Engagement bar chart shows **18 engagement factors** ranked from left to right, according to importance given by employees. A **traffic light colour scheme** allows you to view the degree to which each expectation is fulfilled. The Individual View for Engagement allows you to easily identify areas of concern for each employee in the selected group.

- Retain top talent by understanding what is important to individuals and groups
- Make performance reviews comfortable and productive for everybody
- Create engagement strategies for all levels of the organization
- Develop leaders' capability to engage and retain top talent
- Generate detailed individual and team engagement reports
- Track engagement year-by-year



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## Behavioural Competency Analytics

Behavioural Competency Analytics enables you to **build the behavioural competence that drives high performance**. It measures your employee's competency levels across **leadership, emotional intelligence, remote working, and collaboration**. You can even **map your own** organization's competencies and include them in the system. This data enables you to target development on both a group and an individual level. These **behaviours influence your ability to execute strategy**.

- Assess your organizational culture and discover risk areas
- Measure Senior and Emerging Leadership, Emotional Intelligence, Collaborative, Remote Worker and Remote Manager competencies from the Harrison library
- Incorporate your own custom behavioural competencies
- Develop competencies for individuals, teams, departments, and organizational level
- Gain insight into the specific set of behaviours that impact each competency
- Implement actionable development plans that provide guidance and generate enthusiasm

