



Parker Randall

Member firm of Parker Randall International

Eastern Africa

PROFILES

TALENT MANAGEMENT SOLUTIONS

Parker Randall in partnership with Profiles International (K) offers Talent Management Solutions that provide value addition in Strategic Human Resource Planning to ensure that an organization attracts, develops, motivates and retains productive and engaged employees.

These Talent Management Solutions are beneficial to organizations because they offer a way of gauging employee performance, identifies leadership training needs and ensure job fit which leads to high employee performance thus ensuring organisations meet their strategic and operational goals and objectives.

The service offering include:-

1. PROFILEXT®

This assessment enriches the recruitment process by subjecting key interview finalists to tested psychometric tests as an additional check to the organisational fit of the individual. It is used for pre-hire screening, employee selection, on-boarding, managing, coaching and strategic workforce planning.

The PXT is a pre-employment screening tool that helps you select candidates and match them with the job for which they are best suited, based on their core behaviors. This assessment tool helps you identify the best job applicants for your current hiring needs.

The ProfileXT® helps you:

- Save time during the hiring process,
- Create an efficient and effective hiring process,
- Select the right fit for a job,
- Avoid costly hiring mistakes,
- Increase employee satisfaction,
- Improve the new employee on-boarding experience.

2. PSA

The Profiles Sales Assessment™ is used for selecting and motivating sales people in order to maximize and increase sales performance.

Profiles Sales Assessment™ draws upon data based on the top-performing sales people in specific sales jobs in an organization, and is used primarily for selecting, on-boarding, and managing sales people and account managers. The “job modeling” feature is unique, and can be customized by company, sales position, department, manager, geography, or any combination of these factors.

The Profiles Sales Assessment™ helps you:

- Evaluate an individual based on the qualities required to perform successfully,
- Predict on-the-job performance in seven critical sales behaviors: prospecting, call reluctance, closing the sale, self-starting, working with a team, building and maintaining relationships, and compensation preference.

3. CHECKPOINT 360°™

The CheckPoint 360°™ is a leadership assessment tool used primarily to evaluate and promote the effectiveness of your managers and leaders. This assessment compiles a feedback system from direct reports, peers, and supervisors, and then creates a personalized program for developing specific leadership skills based on that feedback. The reports show you how to improve training, management techniques, and communication for greater success. It helps an organisation to improve performance and build bench strength across your organization. It also helps an organisation discover management issues that could lead to low employee productivity, morale, satisfaction and turnover.

4. TEAM BUILDING SOLUTIONS

Successful team development is essential to the growth and progress of your business.

We have solutions to assist you in developing your management team. These include tools to help you assess your managers’ strengths and skills, how they fit within the team and pinpoint areas where they need support. The solutions ensure that teams are cohesive so as to deliver business results. Team members will learn how to model Trust, Commitment, Accountability and achievement of Results

The Team Report is will provide data that providing a better understanding of how the characteristics of the team members fit with one another and the conflicts that can arise between team members with differing characteristics and behaviors, which will aid in conflict resolution.

eHORIZON BOARD

Parker Randall East Africa has partnered with Software Technologies to provide effective solutions to execute Corporate Governance in institutions. eHorizon Board provides an online platform for board members to execute their mandate and fiduciary duties effectively and efficiently.

1. THE PREMISE OF eHORIZON BOARD

- 86% Of Directors admit they have little or no idea about levels of compliance within their companies
- 98% Of Directors state that they have been unable to find / refer to documents from past Board meetings quickly and efficiently
- 7 weeks is how long Management teams need to wait on average for “mundane” board approvals
- 32% Of Policy Documents are unavailable during a Board discussion when required.
- 2 hours per week spent by CEO’s looking for Board documents and trying to find incorrectly filed documents
- 96% Of Board members believe that Board Evaluation is essential to good governance

2. THE SOLUTION

eHorizon Board is a solution to help you run your Board Meetings, Board Committee Meetings & Senior Management meetings more efficiently and cost effectively.

2.1 FEATURES

- Board / Committee Packs
- Dynamic Minutes
- Compliance Monitoring
- Automated Notification Email / SMS
- Board Appraisals
- Voting & Polling Online
- Approvals
- Secure Chat Repository of Board Documents
- Instant Search
- Automated Notification Email / SMS
- Board Directory

2.2 FUNCTIONS AVAILABLE

- **Create Meetings, Agenda & Dynamic Minutes:** Track attendance, Adapt agendas and capture minutes and matters arising via eHorizon Board. Allocate Matters arising for completion to individuals / groups and track progress.
- **Choose from pre-defined Templates:** Save time in preparing minutes using pre-defined templates.
- **Board Directory:** Easily access information about any Director / Committee member, start discussions, create polls, share information.
- **Online Polls:** Vote on polls online, gauge Director sentiments prior to a meeting. Create your own templates

3. KEY BENEFITS

- Flexibility Pay per User per month
- Multiple Data centres located across the world
- Reliability
 - No License fees,
 - No Server & Infrastructure costs,
 - No Annual Maintenance costs,
 - No need to hire additional IT resources.

4. SECURE FRAMEWORK

- **Infrastructure Security** - Hosted on world renowned SOC 1/SSAE 16/ISAE 3402 (formerly SAS 70)
- **Network Security:** All data and communications encrypted using HTTPS & SSL / TLS Protocols
- **Application Security:** Developed using SEI CMMi standards. Multiple levels of user access controls secured with powerful audit trails
- **Redundancy:** Entire infrastructure mirrored across multiple locations with automated failovers and load balancers