



Maximise your business potential with our talent management solutions



- Assessment ■ Competency Development
- Coaching ■ Leadership

Seeking greater business potential

WE HELP BUSINESSES OF ALL SIZES EVALUATE THEIR PEOPLE.
MANAGING AND DEVELOPING TALENT MEANS TARGETING AND
FOCUSING ON THE TOP CONTRIBUTORS - YOUR STAR PERFORMERS.

Assessment can be carried out in a number of ways by using individual psychometric tests, or in a group setting over one or two days. We can advise what is best for you, based on what your end goals are in performing an assessment in the first place.

There may be occasions when the main issue might be a lack of ability to measure performance precisely enough to gauge what the real performance needs actually are. This is where we can help with our **competency development** process. It might be that your existing competency structure needs a refresh or you may think you need to start afresh. Our consultants have experience of developing competency structures for some of the largest organisations in the world and can bring this experience to bear on your business.

As a result of assessment the next step is most often some degree of development, this can be either **coaching** or a traditional classroom event. The coaching option is often seen as a more effective route to developing talent, simply because it is a more tailored form of development.

Ultimately through our **leadership** development we are seeking out the people that are going to take your business into the future.

The right people performing  for your business



“Resilience - the intelligent deployment of limited personal resources”

Dean Becker - Adaptiv Learning Systems

Psychological resilience has become a factor that has recently gained more attention in the business world mainly due to the business and economic challenges that are facing organisations and the people they employ. Simply put it's the ability to overcome setbacks and bounce back quickly to peak performance. We however, look at it a little closer in that we examine how an individual will stay problem focused, stay on task and energised particularly when facing large scale change, uncertainty and ambiguity.

Everyone can think of a situation when they have wasted too much time trying to solve a problem where they have actually little or no control over the outcome. On the other hand they can also think of situations where they have disengaged and given up prematurely and so missed the opportunities to solve the problems that come their way. Whatever the case, they have missed a valuable opportunity to place their limited personal resources where they may get the best return for effort. It doesn't have to be this way!



EDISON ASSESSORS AND FACILITATORS ARE USED BY COMMERCIAL CLIENTS, HR CONSULTANCIES AND PROFESSIONAL BODIES WORLDWIDE TO ASSESS AND PROVIDE FEEDBACK ON THE PERFORMANCE CAPABILITIES OF THEIR PEOPLE.

Utilising core personal strengths

HAVING ACCESS TO OUR PERSONAL DEVELOPMENT TOOLS WILL HELP YOU MAKE INFORMED KEY DECISIONS WHEN IT COMES TO HIRING NEW PEOPLE, DEVELOPING EXISTING TALENT AND BUILDING THE TOP PERFORMERS.

Consider the factors that are most important for the performance of your department, business unit or organisation; attracting and retaining key people, reducing churn rate, increasing team members level of engagement and being able to maintain strong performance in difficult circumstances, might just be a few ideas that come to mind.

Our work with you will provide a unique opportunity to gain an insight into just what has led to success in the past and what may need to be achieved to be successful in the future. And in light of this information, who are the key people who are going to bring you the highest likelihood of success.

People working in today's organisations need to be able to utilise a much broader range of styles and behaviours. They must be highly flexible in order to adapt to rapidly changing business strategies, cultures and evolving roles and structures. In study after study research has shown that there are key factors, such as emotional intelligence, resilience, learning adaptation and leadership style that have been demonstrated to double and even triple productivity, and to greatly improve bottom line results.

We will create new paths to improved performance through developing greater;

Self-Awareness, Knowing what we feel at the moment and using that to guide our decision making, having a realistic assessment of our own abilities and well grounded sense of self confidence.

Self-management, taking a facilitating approach, recovering well from emotional distress, taking initiative, persevering in difficult circumstances.

Social awareness, understanding the perspective of others and cultivating rapport with a broad diversity of people.

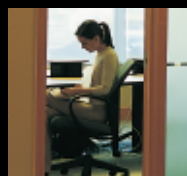
Social skills, handling relationships well, accurately reading situations and interacting smoothly, using these skills to persuade, lead and negotiate.

Enhancing individual performance

Our clients don't just view us as just another provider. The deep relationship we develop lasts for many years, in fact we have a number of clients who have been with us since our starting in 1996. These clients view us as a business partner, working with individuals throughout the organisation, delivering outcomes that add value to the business.



We will be most effective if we accept that there are things we know we cannot change, have the courage to accept the things we can, and develop the wisdom to know the difference.



Bottom line results

AS WITH ALL INVESTMENTS YOU MAKE
THERE HAS TO BE A MEASURABLE RETURN
THAT CAN BE DEFINED FROM THE OUTSET

When you use the services of an Edison consultant you are tapping into a wealth of experience gained from working with some of the largest organisations in the world. We bring that experience to you.

Whether you need our services for just one person or the whole organisation you can be sure that the same detailed analysis will be used to show all aspects of individual capability and talent.

As well as practical experience, each of our consultants are professionally qualified, members of the CIPD or other professional body and have been accredited by the British Psychological Society (BPS) to use many of the wide range of psychometric instruments available in the market.

So if you feel it's time for change, contact us now for a no obligation consultation, it's free and will allow us to demonstrate just what we will do that will optimise the return you will gain when you allow us to develop your talent.

Now imagine the possibilities...



Edison Talent
17 Ensign House
London E14 9XQ T +44 (0) 2081339750 www.edisontalent.com

