

Talent En-Gauge® - greater engagement from insightful measurement, analysis and action

Talent En-Gauge® takes employee engagement to the next level

Employee engagement remains a critical business concern – and has taken on increasing importance with the rise of the ‘talent consumer’. Talent En-Gauge® gives you a robust measure of engagement across your organisation to help find disengagement hotspots, problem managers and highly engaged teams. Talent En-Gauge then takes this further offering customised actions for individuals to take to increase overall engagement.

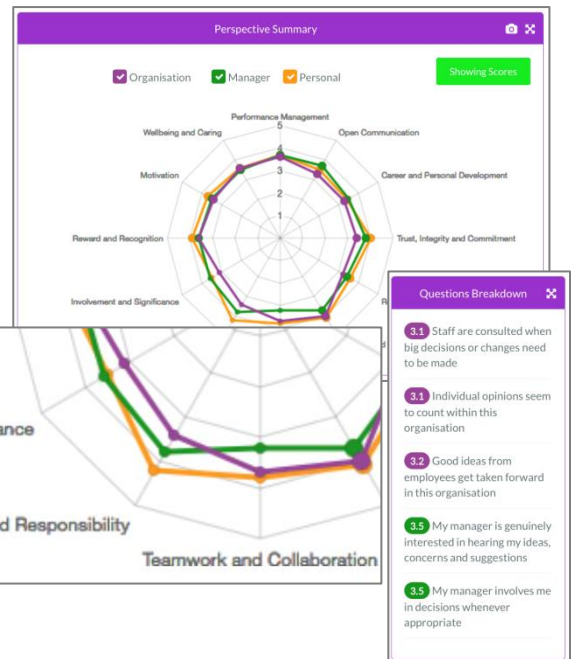
Using Talent En-Gauge® gives you a firm grasp on the levels of engagement within your business. As well as reporting on each of the engagement factors, Talent En-Gauge® gives you a strong HR analytics capability to make your engagement programmes better informed and more impactful. You can find out what is important to employee groups, quantify the gap and set priorities to address their needs.

It does this by adopting three different perspectives:

- Seeing how everyone rates the organisation,
- Understanding how a team rates its manager; and
- Highlighting the intrinsic motivators of engagement for individuals.

Talent En-Gauge® also helps measure your own organisational Key Performance Indicators (KPIs). It draws together responses from across the statements in the questionnaire and aligns your engagement efforts with business strategy, making it relevant and purposeful.

But Talent En-Gauge® goes beyond straightforward measurement: it has a strong analytical capability and also suggests practical actions to improve levels of engagement.



Unlock the potential of employee engagement

Talent En-Gauge® enables you to:

- Learn what is really important in fostering engagement - and the sources of disengagement.
- Measure your own organisational Key Performance Indicators drawing on the questionnaire statements.
- Analyse and compare the information gathered by team, role, department, location, business unit or manager – and to benchmark this over time.
- Find out who are your best and worst managers at engaging people and why.
- Discover the engagement levels of key people.
- Produce specific plans with actions for employees, each manager and the overall organisation to implement and drive up engagement.



“Working with Head Light provided us with a fresh pair of eyes to our project and critical challenge when we needed it.” SSP UK Ltd

Simple and easy to use

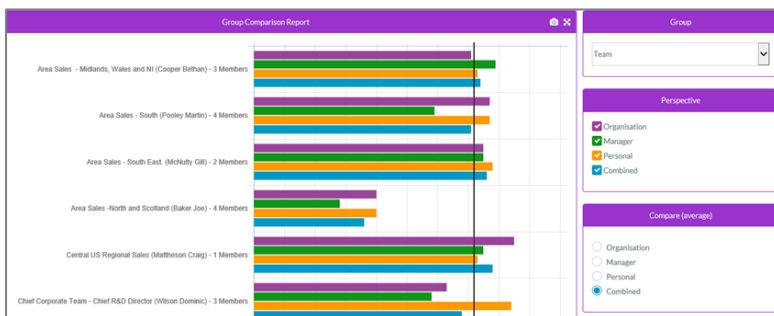
It's easy to get up and running with Talent En-Gauge®.

- Choose either to make use of the 12 engagement factors from our own researched model of Engagement – or use your own.
- Add in additional areas of Key Performance in which you are interested such as Customer Focus or Trust.
- Quick and easy access to take part in and track progress of the programme.
- Create on demand analytics cutting the data – even while the survey is running.
- Adopt an organisational-wide or individual view of engagement – and, for managers, a view of his or her team.
- Access the practical suggestions to help individuals increase their own level of engagement, for managers to see how best to engage his or her team, and for the organisation to learn how it can address engagement.
- Use alongside other Talent® modules when considering succession planning, performance review or development – or just use it alone when you want to measure and improve engagement.



Why Talent En-Gauge®

- Helps you to plan, target and implement engagement –and re-engagement activities – across your organisation.
- Enables you to analyse the data in multiple ways, providing easy comparison across departments, teams, locations and so on.
- Builds on themes of engagement such as Trust or Customer Focus – or indeed any Key Performance Indicator you choose to set as a priority for your business.
- Presents results instantly in easy-to-understand reports.
- Proposes key actions to be taken which will increase engagement.
- Enables administrators to monitor and manage the progress of any engagement campaign easily through the at-a-glance dashboard.



Talent Cloud®. Breakthrough software. Raise expectations.

Talent Cloud® is our Talent Management software, delivered to you from our proven, scalable, reliable and secure SaaS (Software as a Service) infrastructure. We protect and encrypt your data to keep it safe, apply upgrades and new releases, provide training, and support you with a full proactive and responsive Help Desk – providing you with a money-back Service Level Guarantee. Available either on a Pay-As-You-Go or Subscription basis, it provides you with the flexibility you need. This means lower cost of ownership, faster initial deployment, more frequent upgrades, and no technical headaches – and you can start with just one module such as Talent En-Gauge®, and add further modules as and when you need them.