

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

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

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 to understand engagement levels at any time, spot disengagement hotspots and highly engaged teams, and identify those managers who engage their people more effectively.

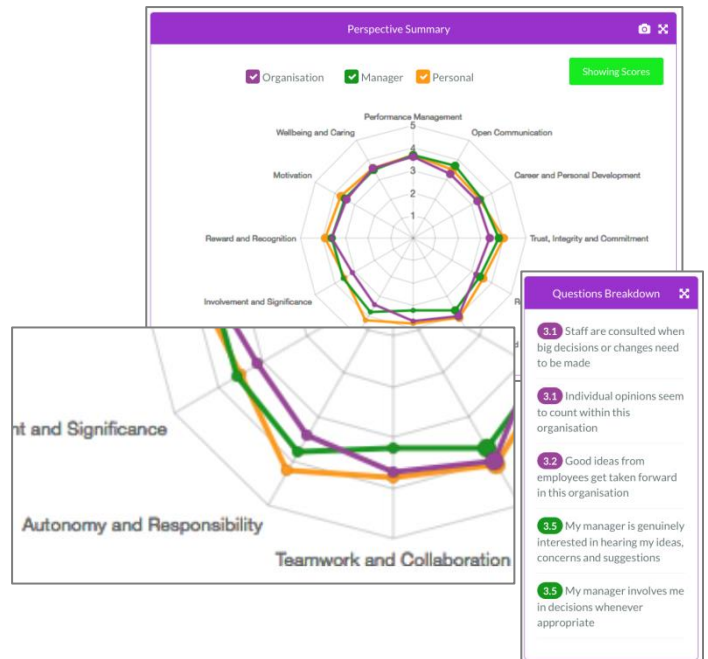
Using Talent En-Gauge® gives you a firm grasp on the levels of engagement within your business. Choose which engagement areas you wish to measure or use the Head Light-defined factors, and create an online assessment accessible by your people at any time.

As well as reporting on each of the areas of engagement, Talent En-Gauge® has a strong HR analytics capability helping you to better understand engagement in your organisation, gauge the success of interventions and identify troubled hotspots and areas of high engagement.

The Talent En-Gauge questionnaire is built by you to focus on those engagement topics in which you are most interested – and adopts three different perspectives:

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

And, when you want to get more specific qualitative information, you can choose to include open-ended questions for free text responses.



## Unlock the potential of employee engagement

Talent En-Gauge® helps you to:

- Know the level of employee engagement at any given time – giving you real-time updates thereby encouraging ‘continuous listening’.
- See the differences in engagement levels between groups of people whether they are in different locations, reporting to different managers or have different working patterns – so you can take action.
- Learn what is really important in fostering engagement - and the sources of disengagement.
- Find out who are your best and worst managers at engaging people and why.
- Benchmark engagement – by group, department and across the entire organisation and identify trends.

|                                                  | Performance Management | Open Communication | Career and Personal Development | Trust, Integrity and Commitment | Relation |
|--------------------------------------------------|------------------------|--------------------|---------------------------------|---------------------------------|----------|
| Manufacturing - SA Global Manufacturing Director | 100                    | 80                 | 100                             | 100                             | 100      |
| Corporate SA - Global HR Director                | 100                    | 100                | 80                              | 100                             | 90       |
| Sales - Team 1 Regional Sales UK                 | 100                    | 70                 | 70                              | 100                             | 70       |
| Central US Regional Sales                        | 93.3                   | 80                 | 86.7                            | 80                              | 80       |
| Sales - NA - Team 1 Account manager              | 92.7                   | 85                 | 78.3                            | 84                              | 67       |
| Sales - NA - Team 1 Area Sales Manager           | 78.3                   | 88.6               | 78.2                            | 98.2                            | 60       |
| Corporate - NA Head of HR                        | 77.8                   | 80                 | 82.2                            | 85.7                            | 86       |
| Corporate NA - Global HR Director                | 90                     | 70                 | 86.7                            | 90                              | 80       |
| Corporate - Europe Regional Director Europe      | 100                    | 60                 | 73.3                            | 66.7                            | 90       |
| Manufacturing - SA Head of Manufacturing         | 93.3                   | 90                 | 80                              | 86.7                            | 80       |
| Manufacturing - SA Manufacturing Manager Brazil  | 70                     | 70                 | 75                              | 88.3                            | 68       |
| Chief Corporate Team CCO                         | 88                     | 80                 | 83.3                            | 70                              | 80       |
| Sales - NA - Team 3 Area sales                   | 70                     | 70                 | 86                              | 83.6                            | 87       |
| Corporate SA - CFO                               | 86.7                   | 100                | 73.3                            | 60                              | 60       |
| Sales - NA - Team 4 Area Sales                   | 88                     | 74                 | 80                              | 80                              | 72       |
| Chief Corporate Team CEO                         | 87.3                   | 72.5               | 76.4                            | 73.3                            | 97       |
| Corporate Europe - CFO                           | 73.3                   | 80                 | 86.7                            | 86.7                            | 70       |

*“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

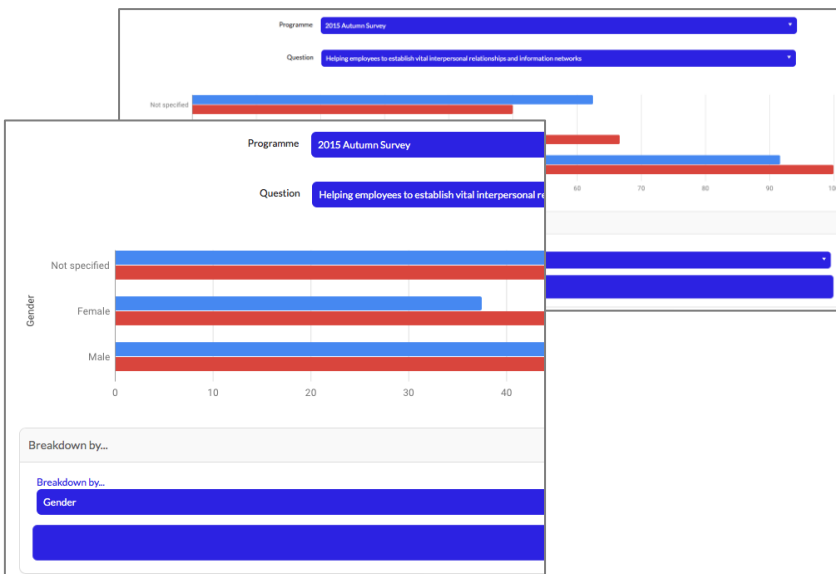
It's easy to get up and running with Talent En-Gauge®.

- Choose either to use your own engagement factors – or make use of those from our own researched model of Engagement.
- Add in additional specific open-ended questions.
- Decide if you want to understand importance as well as the current rating for each engagement question.
- Invite employees to access the questionnaire as they wish – and give engagement feedback continuously.
- Use the real-time analytics and dashboard to gain real-time view of organisation, group and individual engagement – and, for managers, a real-time view of his or her team.
- Create on demand analytics cutting the data – even while the survey is running.
- 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®

- Goes beyond the capabilities of most engagement tools – and offers more than a single engagement score.
- Takes what is important to your organisation and creates a questionnaire based on this.
- Presents real-time results instantly in easy-to-understand reports.
- Enables you to analyse the data in multiple ways, providing easy comparison across departments, teams, locations and so on.
- Helps you to plan, target and implement engagement –and re-engagement activities – across your organisation.
- 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.