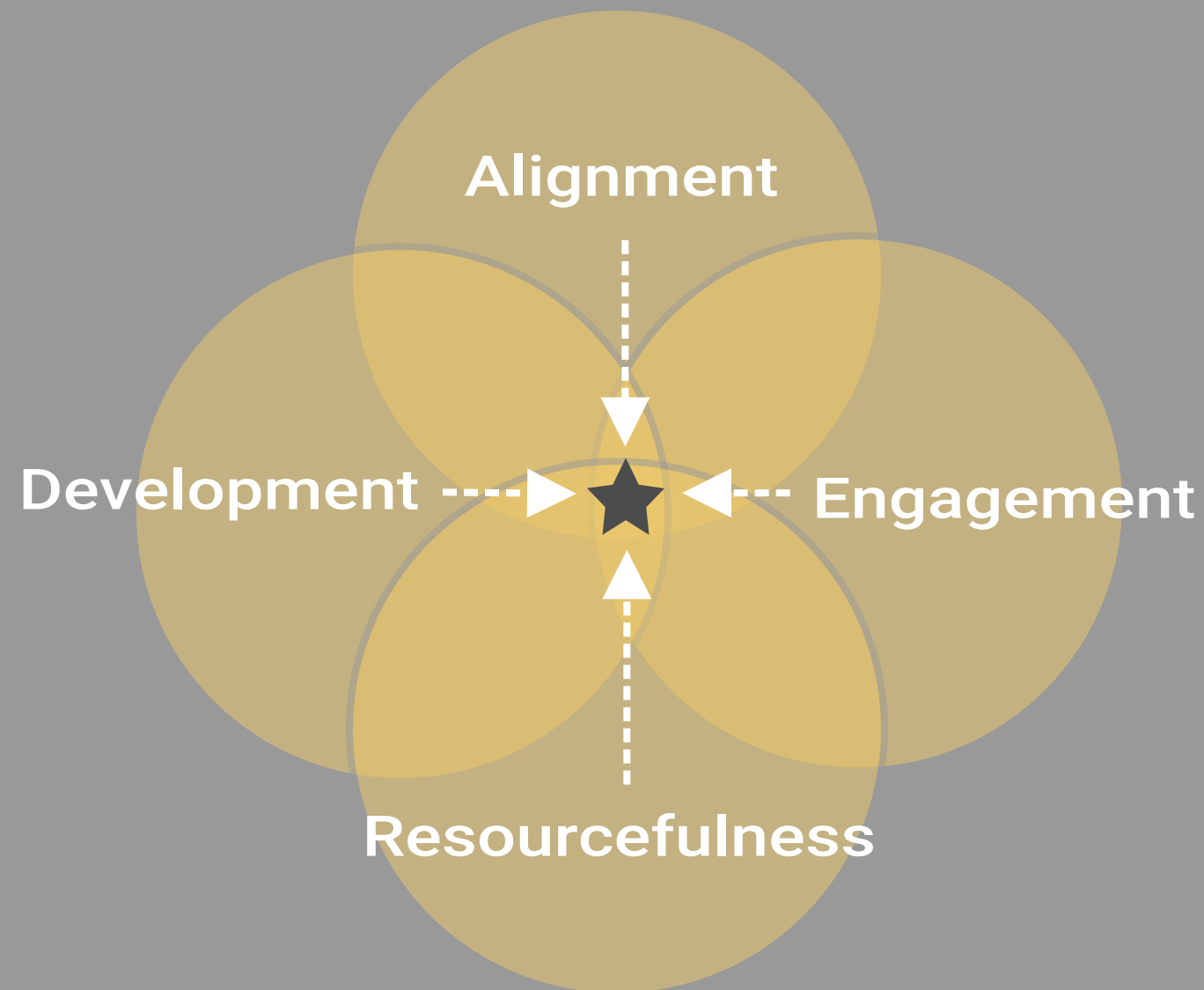


The Talent Success MAP™

• **Measure. Assess. Prioritize.**

Building successful talent cultures.



“Is your organization creating a talent culture in which your employees can be optimally successful at delivering your products and services to your market?”

The FiveSeven Talent Success Map™ measures whether or not, and to what degree your people are aligned, engaged, resourced and developed.

The FiveSeven Talent Success Map™

Building successful talent culture requires you to **Measure. Assess. Prioritize.**

What is Talent Success Mapping™?

The FiveSeven Talent Success Mapping™ process is a comprehensive and systematic measurement (of both presence and quality) of an organization's "talent success conditions" that contribute to (or diminish) overall employee and organizational productivity, growth and success.

What is the result of the TSM™ Process?

The TSM process results in the creation of an organizational Talent Success MAP™ that measures talent success conditions, assesses top areas of opportunity/deficiency, and prioritizes a talent success plan and strategy for overall talent success condition improvement.

The Talent Success Map™ measures whether or not, and to what degree your people are aligned, engaged, resourced and developed.

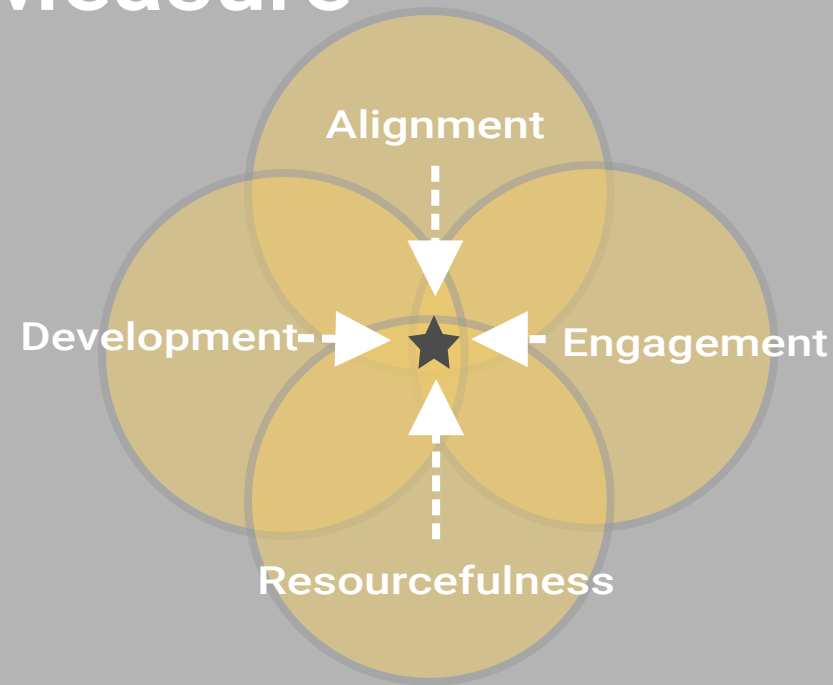
Successful companies create successful employee culture; by creating "talent success conditions".

When an organization hires talent, both the organization and employee enter into a co-working agreement to deliver on the business' unique value proposition to its market (in the form of products and services). In order for both the organization and employee to excel in this effort, high-quality "talent success conditions" must exist. These "talent success conditions" determine whether or not (and to what degree) the organization and its employees are mutually successful in their mission. When "talent success conditions" do exist - and are present at higher levels, the result is higher organizational productivity, employee growth and mutual employee-business success.

At FiveSeven we believe four primary "talent success conditions" exist in every organization; and when these conditions are both present and optimized, they result in the highest possible employee-business outcomes. The FiveSeven talent success conditions are: Alignment, Engagement, Resourcefulness and Development. To learn more about how FiveSeven can help you build a highly successful talent culture, please visit us at www.fivesevensolutions.com.

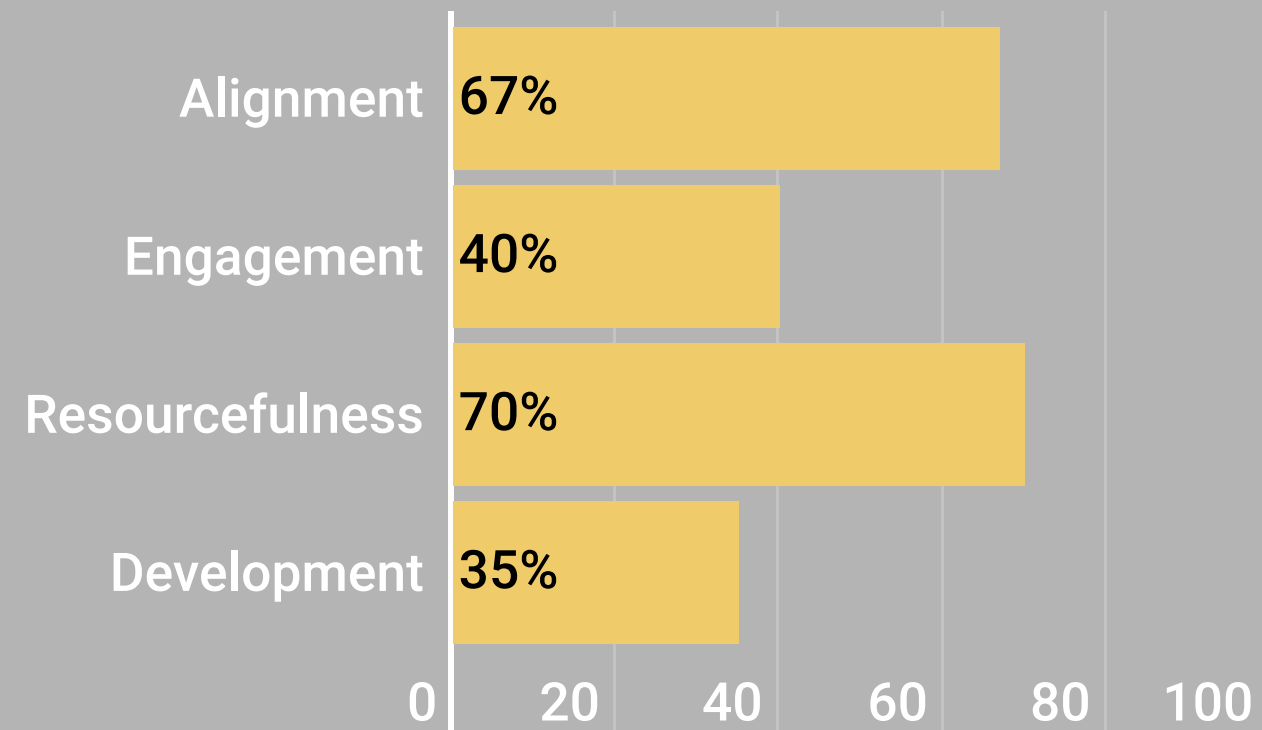
The FiveSeven Talent Success Map™● Measure. Assess. Prioritize.

Measure



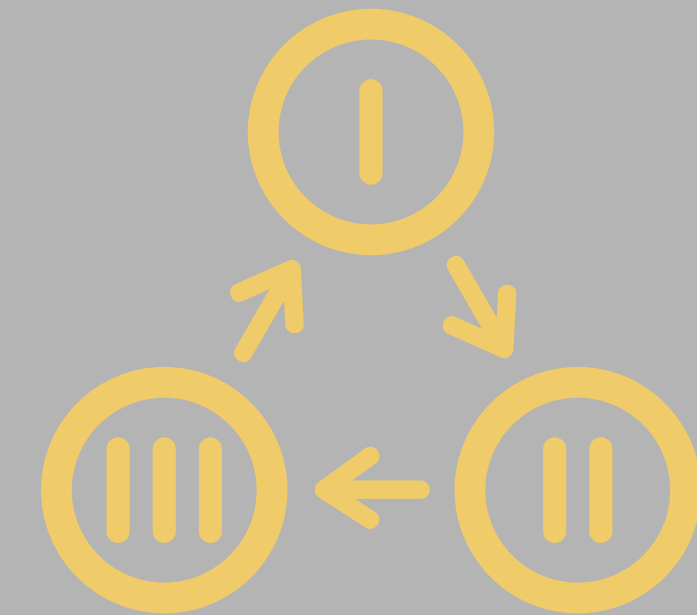
First, we measure for the presence and quality of four primary talent success conditions in your organization. Alignment, Engagement, Resourcefulness and Development.

Assess



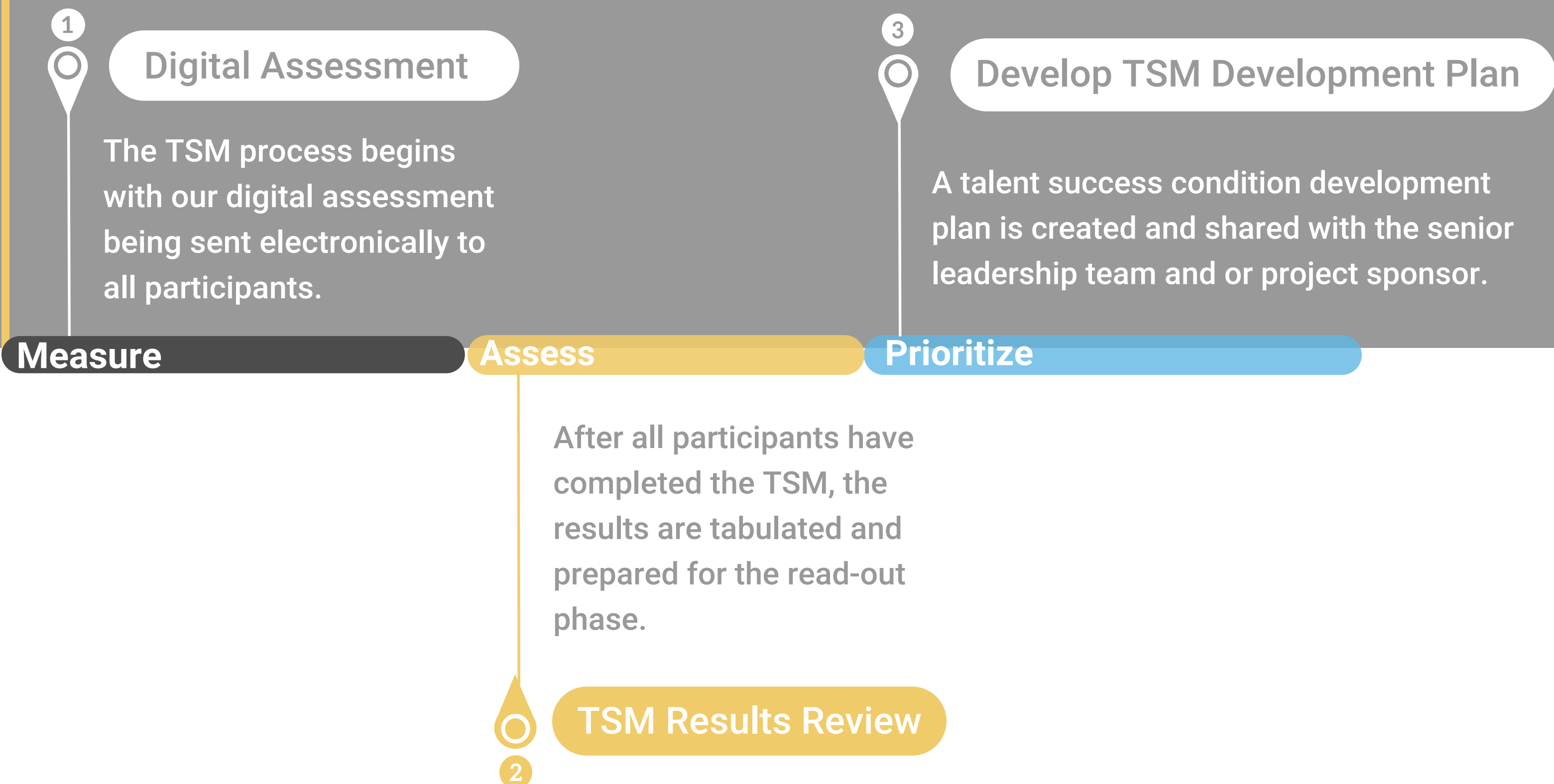
We then assess the four talent success condition results; determine key areas of opportunity and develop a strategic plan for improvement.

Prioritize



Lastly, we help you prioritize which talent success conditions to improve on, how to improve them and what resources you'll need .

Talent Success Mapping™ Overview

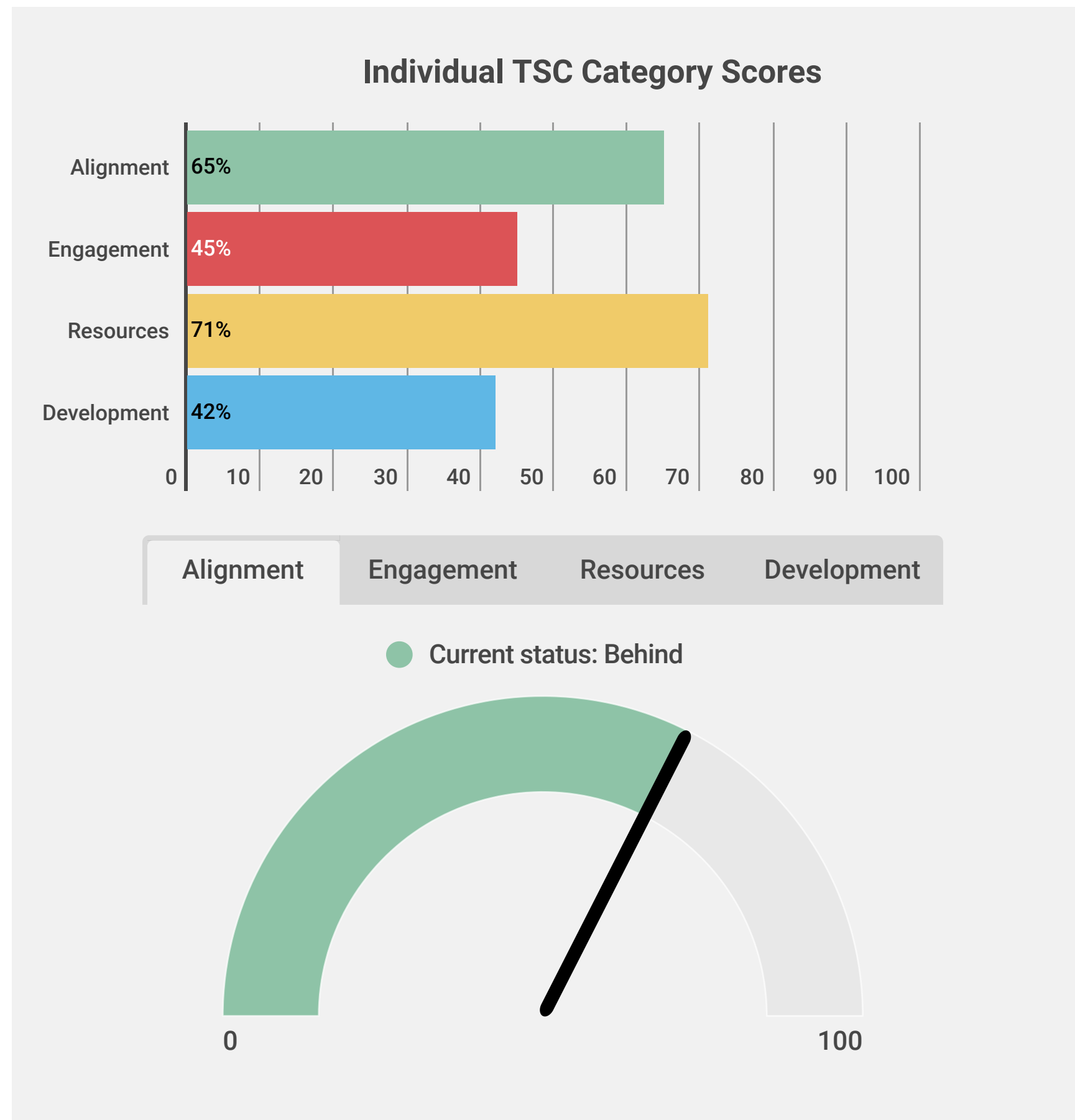


The FiveSeven Talent Success Map™ • Measure. Assess. Prioritize.

At-A-Glance

Org Talent Success Conditions (TSC's) to be created	Organizational area the TSC's are related to:	Questions the TSM answers:	Talent success condition goal:
Alignment	1. Company: mission, vision, values, goals, strategic direction/plan. 2. Employee role; clarity, fit and effectiveness (with a leadership capability emphasis).	Do I know where our company is headed; how it will get there; and what role I play in the process?	"I'm aligned"
Engagement	The direct manager and the specific drivers of employee engagement that result from this relationship.	Does my direct manager contribute to or detract from the passion, loyalty and discretionary effort I bring to my role?	"I'm engaged"
Resourcefulness	The systems, processes and tools the employee uses for successful work execution.	Do I have what I need to effectively and efficiently perform my work at a high level?	"I'm resourced"
Development	The learning, development, training, mentoring and coaching the employee receives to improve and grow.	Am I receiving the development, coaching, mentoring and training that I need to help me improve in the areas I'm deficient in?	"I'm developed"

Sample Talent Success Condition Scoring and Development Plan



TSC Development Plan

1. Development Focus - KSA's; Hiring best practices; performance management; leadership development.

2. Engagement Focus - Eliminating drivers of disengagement; EE behaviors for management; One-on-one conversations.

3. Alignment Focus - Goal alignment planner workshop; strategic planning session.