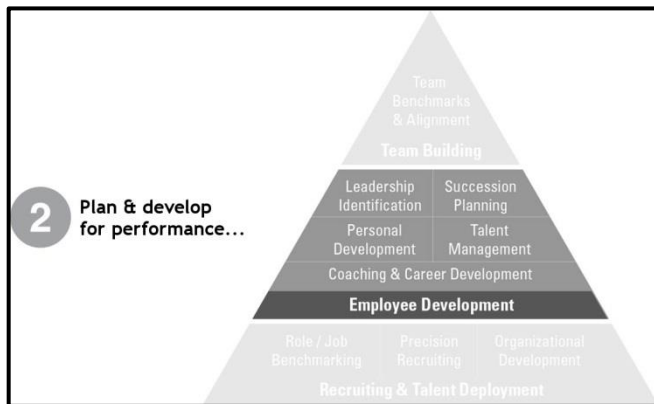


EMPLOYEE DEVELOPMENT

Develop your talent through the power of behavioral benchmarking

The Shadowmatch Behavioral Benchmarking System arms you with deep insights into each of your employees' behaviors, habits, skills and deficits. This enables you to develop individuals with far greater precision and success while also empowering every aspect of your workforce development:

- **Personal Development** – Identify and nurture behaviors that are critical for success in specific roles, teams and functions across the organization
- **Career Development** – Create career paths for individuals by matching their behaviors and habits to the tasks, roles and departments that offer the greatest opportunities for success
- **Coaching & Mentoring** – Provide accurate and meaningful guidance to employees at every stage of their professional growth
- **Talent Management** – Use behavioral benchmarks to search for individuals who can be developed for key roles and strategic positions
- **Leadership Identification** – Identify high-potential candidates for future leadership positions
- **Succession Planning** – Develop a structured framework of succession planning benchmarks to keep your talent “pipeline” filled with the right individuals for the future



Shadowmatch Employee Development has a dramatic impact on your Return On Employment (ROE)...

- Provides business continuity during employee attrition
- Accurate internal development reduces spend on external recruiting
- Increases employee satisfaction & retention

Shadowmatch customers that utilize Personal Development Programs have seen a 300% increase in employee retention compared to other departments that did not invest in employee development.



Solution

- Employee Development

Challenges Addressed

- Identifying leadership competencies
- Poor employee engagement
- Lack of succession plans

Application

- Individually customized development programs
- Definition of competencies
- Role based coaching
- Promotion planning

Value

- Business continuity during employee attrition
- Reduced spend on external recruiting
- Increased employee satisfaction & retention