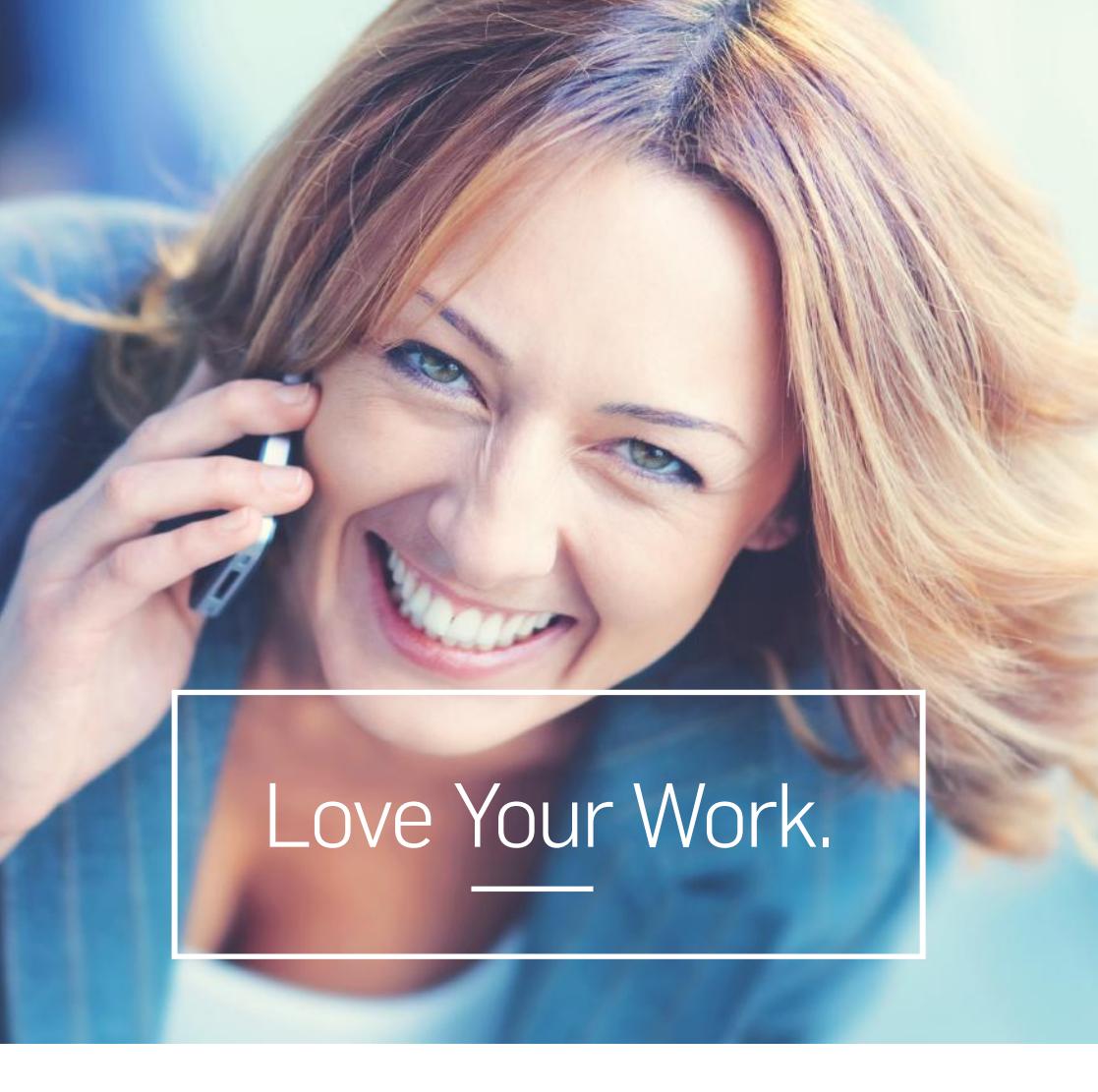




**PEOPLOGICA**

**Love Your Work.**



A close-up photograph of a woman with blonde hair, smiling broadly and holding a black smartphone to her ear with her right hand. She is wearing a blue denim jacket over a light-colored top. The background is blurred, showing hints of blue and green.

Love Your Work.

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# PEOPOLOGICA

Love Your Work.



Peoplogica is a leading specialist people analytics provider in customer centricity and attracting, selecting and retaining high performing talent. We deliver a range of customised people capital solutions to organisations of all sizes, from all sectors. At Peoplogica we improve client and employee engagement levels by providing management teams with the information and tools to assist them to better understand client and employee needs.

# The High Performance Pipeline™



At the heart of organisational performance and high customer service levels are the quality of your employees. Our JobFit assessments not only improve the success rate of selecting and retaining high performers, we also deliver more confident people managers and leaders.

We have been helping clients and their employees “Love Your Work” for over 10-years. Our consultants and business partners have a proven track record of assisting managers to increase organisational performance and employee engagement.

# Attract

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Attract people to your organisation that have a higher likelihood of being successful in the role.

At Peoplogica we have combined behavioural-science, people analytics and over a decade of research and development to assist our clients design strategies and tactics that better enable them to attract great people to their organisations.

Peoplogica assists management teams to increase the number of quality candidates applying for their roles by three to six times.

"Our employees work remotely in our telehealth business which includes working in emergency situations in healthcare. Therefore, they need to be competent not only in their clinical skills but also in technological skills; and the PeoplogicaSkills' skills testing platform helps us in making sure that we select the right people for these roles"

Rachel Kemp  
RECRUITMENT RESOURCING  
MANAGER  
Medibank



# Select

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Increase your selection success by as much as 300% over 'traditional' approaches.

The ultimate role of recruitment – whether you do it yourself or engage with agencies – is to select people who have the highest likelihood of being high performers in the role you are filling. At Peoplogica, we help our clients increase their success rate of selecting future high performers by as much as 300% over 'traditional' approaches. Our proprietary JobFit™ methodology enjoys the highest Predictive Reliability rating of any psychometric assessment in the global marketplace.

**"Working out the profiles of the candidates and placing the right people in the roles they are matched for has helped us tremendously in making effective decisions for our organisation."**

Alison Covington  
MANAGING DIRECTOR  
**Good360 Australia**



# Develop

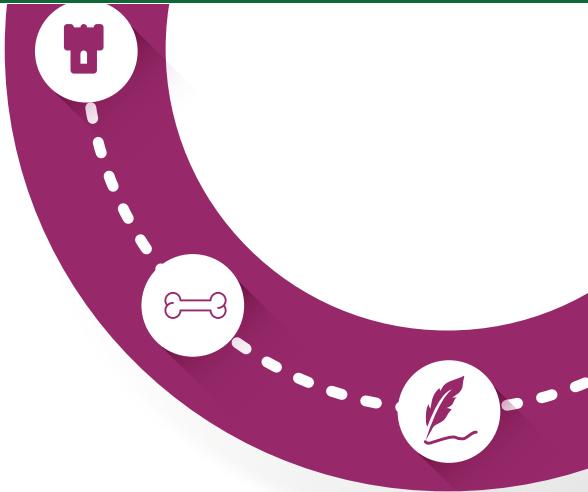
Help managers understand the innate 'hard-wiring' of their direct reports and provide them with coaching, mentoring and training suggestions to assist them maximise the potential of their employees.

Engaging, enabling and empowering employees to achieve high performance requires a considerable array of abilities, knowledge, behaviours and experiences, few of which are measured when an individual is promoted to a management role.

By implementing "JobFit Coaching Reports" and "Direct Report Coaching Summaries", managers and supervisors become more confident people managers and are able to focus on the key development areas of each direct report.

"The PXT and PSA assessments have, and are, playing a significant role in the ongoing success of our business. Having seen many so-called profiling tools over the last 20 years I can say without reservation these two tools are so accurate as to be scary!"

Stephen Nell  
CHAIRMAN  
Ray White NSW



# Retain

Know how to help employees love their work... and stay!

Ping-pong tables, collaborative kitchens and 'shout out' programmes all serve their purpose in helping employees enjoy their working environment... but nothing trumps doing what you love. When an employee is doing what they love, they get better at it, they get great results and receive positive feedback and, as a result, you will have an employee that really loves their work! At Peoplogica we help our clients know how to help employees love their work, perform at the highest level... and stay!

By providing management teams with objective Succession and Career Planning reports, top talent is developed and retained.

**"The ProfileXT assessment has helped us gain a deeper understanding of not only our own competencies and attributes but those of our peers."**

David Segreto  
DIRECTOR OF SALES  
McWilliam's Wines  
Group

# Leadership

There is much discussion about “Leadership” and it comes as no surprise that business leaders now regard the development of leadership attributes in their organisations as the highest priority.

The challenge for all executive managers is to develop an effective, and therefore simple, leadership pipeline that caters for the different leadership styles. So how can an organisation effectively develop leaders to cater for its future growth?

The answer is by creating a leadership pipeline that will provide managers and supervisors with relevant information that will increase their confidence to effectively manage their direct reports on a day-to-day basis.

Peoplogica assists its clients to maximise the leadership capability of its employees (not just the managers and supervisors) by developing fully customised 360 Degree Leadership Development Surveys. Our Performance Monitor allows HR and management teams track their best leaders and identify those that require urgent development.



**“Peoplogica’s tools and processes have helped us in selecting the most efficient and highly engaged Leadership professionals.”**

Patrick Flanagan  
DIRECTOR  
**RSM Australia**



# Executives

## FRUSTRATIONS

Lack of innovative ideas  
Inconsistent leadership abilities  
Low employee engagement  
High employee turnover  
Inadequate business growth

## OUTCOMES

Cutting edge products, services and processes  
Respected executive team  
Increased revenue, profit & service levels  
Reduced recruitment & management costs  
Confident people managers

## SOLUTIONS

JobFit assessments measure innate innovative capabilities  
MRS 360 Leadership Development Surveys  
JobFit Coaching Reports - mentor, coach & train  
Engaged employees have 'fit' to their role  
MRS employee surveys for fresh thinking

# Sales

## FRUSTRATIONS

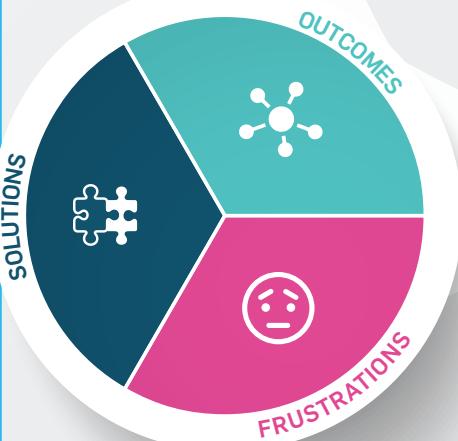
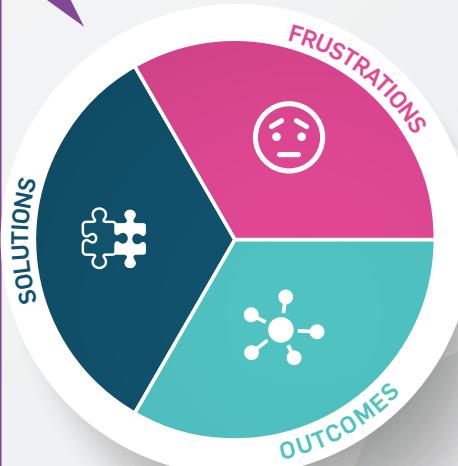
Challenging sales budgets  
Inadequate sales pipeline  
Low client service levels  
Slow talent development

## OUTCOMES

Exceeding sales expectations  
Proactive lead generation  
High performance sales team  
Exceed client expectations

## SOLUTIONS

HP role benchmarks for all sales roles  
JobFit measures innate sales and prospecting capability  
JobFit identifies barriers to salesperson success



Love Your Work.

## Human Resources

### FRUSTRATIONS

Unhealthy organisational culture  
Low job satisfaction  
Inadequate diversity  
Inconsistent selection process  
Poor job applicant quality

### OUTCOMES

Increase employee ENPS  
Increase employee productivity  
Improve organisational culture  
Increase number of high performers  
Improve job applicant quality

### SOLUTIONS

Measure ENPS using MRS employee survey  
MRS 360 Leadership Development Surveys  
Diversity through objective selection/  
promotion using JobFit  
JobFit delivers 300% improvement in  
selection  
Targeted Job Advertisements

## Customer Service / Operations

### FRUSTRATIONS

Inadequate individual/  
team performance  
Inconsistent customer  
service levels  
Inefficient processes & functions

### OUTCOMES

High performance teams  
High Net Promoter Scores  
Streamlined processes

### SOLUTIONS

Ensure all employees have 'fit'  
to their role  
MRS client pulse survey (cNPS)  
MRS employee feedback survey





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