Talent Tools™
turning talent into performance...

iREAP

individual Role Engagement Alignment Profile™

Aligns people, careers workplace performance

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A unique diagnostic instrument designed to assist your people to maintain their motivation and reap the rewards of peak engagement. Enables active career enrichment and informs decisions to stay and grow in role, move or go. Creates happy and healthy employees and dynamic productive workplaces.

Which of these challenges does your organisation face?

People who are:

- Stuck, unable to make a decision to stay and grow in their role, move internally or exit to seek better opportunities?
- Plateaued in their career, disengaged and not performing at their best?
- Transitioning into retirement in the immediate future with the risk of losing valuable organisational knowledge, skills and experience?
- Regarded as top talent but who present retention challenges?
- High performing but burning out and exhausted due to their mission critical responsibilities?
- Blaming others for their perceived lack of opportunity?
- Reluctant to take responsibility for their career choices, expecting their manager to fix their career for them?

What is the individual Role Engagement Alignment Profile™?

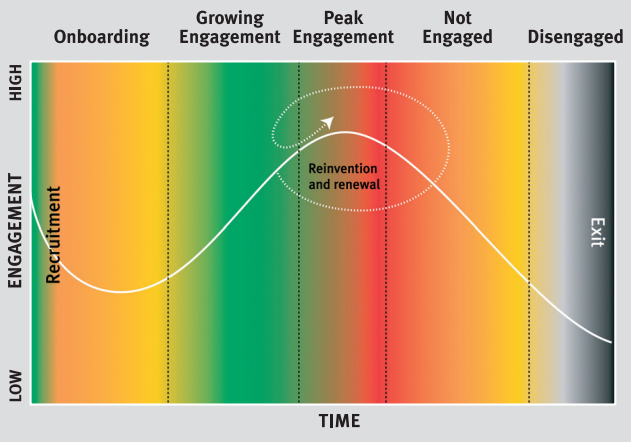
The individual Role Engagement Alignment Profile™ (iREAP™) is a unique individual engagement profiling instrument which supports organisations and their employees to maximise their engagement and realise aspirations.

The purpose of the iREAP™ is to support individuals to:

1. Increase or sustain their engagement levels at work
2. Revitalise their energy, engagement and performance; reinventing themselves and their careers
3. Embrace ownership and responsibility for career choices – whether to stay and grow in their current role, move internally or exit to explore better opportunities
4. Align their motivational drivers to work so they are making the right career choices at the right time
5. Prepare them to have powerful engagement reviews and career conversations with their manager

Engagement will fluctuate over time

The Role Engagement Life Cycle



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A person's engagement level in their current role will fluctuate over time according to a predictable pattern. This pattern is called the Engagement Life Cycle as shown below. The individual colours of the Engagement Risk and Opportunity Matrix (see next page) have been mapped onto the lifecycle image.

The challenge for the organisation is to support their people to take responsibility for their engagement and make the right career choices at the right time to stay in peak engagement. These choices might include identifying opportunities for innovation and revitalisation, improving work-life balance, redesigning their role, taking a secondment or exiting the organisation.

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The iREAP™ provides a confidential report that identifies for an individual the following dimensions:

1. What their motivating drivers (needs) are
2. The extent to which their motivating drivers are being satisfied in their current role
3. Gaps between what they need at work and what they are experiencing in their current role (alignment)
4. Their profile in the Engagement Risk and Opportunity Matrix (see below)

Best practice engagement strategies

Engagement Development Worksheets can provide people with personalised development ideas and strategies to improve their engagement and align their career and work.

iREAP™ re-tests

Monitor improvements over time and calculate returns on investment for retention, career mobility, performance and profitability.

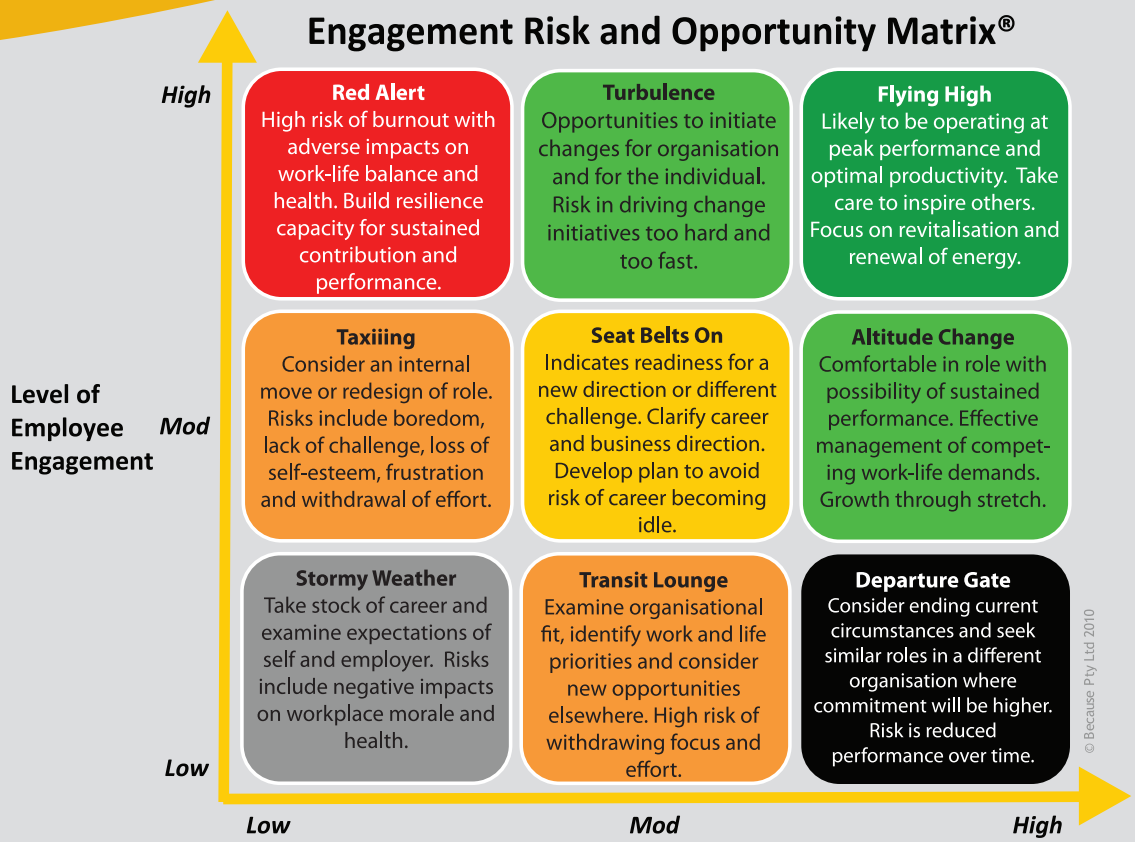
Organisational reports

Map engagement risk profile for a team/section/division and flag potential problem areas.

The iREAP™ will also support organisations to:

1. Increase career mobility in stagnant and unproductive parts of the business
2. Reveal drivers of engagement and focus on critical strategies to boost engagement, retention, performance and productivity
3. Enhance the effectiveness of engagement reviews and career conversations
4. Align people, careers and workplace performance
5. Profile the engagement risk and opportunities within the organisation

Engagement Risk and Opportunity Matrix®



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What is unique about this tool?

- Engagement surveys are not designed to provide meaningful individualised data
- There is no other tool like this on the market
- Well presented, simple but powerful concepts, metaphors and graphics means you do not require a registered psychologist to interpret the reports
- Virtual and flexible accreditation process available
- Rapid turnaround of report generation
- Technology enabling in-house management of all data and report functions
- Allows for 'key-hole surgery' with expedient identification of issues impacting on engagement at both an individual and organisational level
- Focuses on more than the WHAT (assessment) but also the SO WHAT (developmental focus) for coaching and identification of organisational strategic priorities.
- An Engagement Toolkit can provide the manager, coach or consultant with a suite of value-added tools and development resources and a structured framework to build increased engagement, performance and productivity in their workplace
- Gives practical coaching tips and resources for the manager (proven to have the most significant impact on an individual's engagement level)

What are current clients and customers saying?

The iREAP™ is currently being used in multi-national corporations, consulting companies, state and local government clients, SME's and for many individuals from diverse backgrounds seeking career enrichment or greater career mobility.

"The measurement of engagement is not an exact science. It gets to the heart of the human condition and how people are at work. This tool provides the science that so many tools do not get close to and the support through development planning ensures each individual is walking away with the art of the customized personal development plan."
Kashmir Birk, Bioss International

"This tool is great for reminding those people who love their jobs and feel fully engaged how fortunate they are – I am one of those. It is useful in raising the awareness of individuals who are disconnected (like frogs in slowly increasing hot water who then 'die' before they can fix the problem) and as an organisational tool to alert leadership to the potential risks they are facing with disengaged workers".
Michael Rossiter, Director Organisational Development, Nyrstar

"Talk about thought provoking, the report has articulated and made clear what were previously only my background thoughts. It has prompted me right out of my comfort zone! In a good way, of course. It's clear to me I have a decision to make and indeed I will do so over the next little while".
Manager, State Government Department, Victoria