

Struggling with staff retention?
 Making mistakes across recruitment?
 Lack pipeline of succession & ineffective leadership development?
 Struggling with onboarding to expedite performance?
 Don't know who should be working or leading remote working?
 Culture needs change but how?

WELCOME TO THE SMART DATA-DRIVEN WAY TO MAKE THE RIGHT DECISION AND JUDGEMENT ACROSS YOUR PEOPLE.

See over for unique offer for EMN members!!!



Our Organizational Analytics solution enables you to inspire a **culture of engagement**, **retain key talent**, and **build the behavioural competence** that drives high performance. Our online interactive dashboards for **Engagement**, **Behavioural Competencies**, and **Paradox Mastery** allow you to easily identify development areas using the traffic light colour scheme.

Engagement Analytics measures an employee's **employment expectations** and the degree to which they believe their expectations are **being fulfilled across 18 engagement factors** at an **organisational, team or individual level**.

Behavioural Competency Analytics enables you to **build the behavioural competence that drives high performance**. Measures employee's competency levels across **leadership, emotional intelligence, remote leadership and working, and collaboration**.

Explore **Paradox Mastery Analytics** important to a **specific jobs or roles at an organisational level**. Provides deep insight into individual, team, and organizational **strengths** as well as potential **derailers**. Proactively **manage stress behaviours and assess company culture**.



IA Growth develop bespoke unique World-class innovation and growth programs based on over 100years of business experience, focusing on the following outcomes:

Value Creation: Creating new products, services, value propositions, business and financial models. These programs invest in and manage projects that create value by producing new revenue growth or cost savings within a robust financial model.

Culture Change: Transforming the company to establish an innovative growth orientated culture. This may include new processes, metrics, incentive systems, or changing organizational structures. These transformations help the company innovate and grow in a consistent and repeatable way.

Techological Integration: Integration of third-party leading partner technologies to support productivity, efficiency and ROI gains. This includes; Strategic Analytics, Talent Analytics, Financial Analysis and ERP support.

Our Key Services

People	Strategy	Financial
Culture Change	Strategy Development (Growth, Innovation, Turnaround)	Business Model Preparation
Talent Analytics development and integration.	Strategy Deployment (Hohsin)	Management Reporting and KPIs
Stakeholder-driven leadership (Training & Coaching).	Strategic Operations and Productivity Improvement (Lean Six Sigma)	Due Diligence
Interim / Part-Time Talent Partner or HR Director.	Interim / Part-Time Operations or Supply Chain Director.	Interim / Part-Time Finance Director



Contact us today for a FREE 2Hr Business Review and for up to 3 FREE individual engagement reports.