



Easy to Use
Cost Effective

SKILLS PINPOINTING TOOL: ON-LINE TRAINING NEEDS ANALYSIS

Holistic Advancement is pleased to introduce the Skill Pinpointing Tool, a fast and effective on-line training needs analysis survey. Too often, organisations simply respond to training requests or do only a cursory needs assessment. When organisations take the time to develop their own training needs analysis, they are often frustrated with the results...a lot of data and no way to organise it. The Skill Pinpointing Tool solves these problems.

The Skill Pinpointing Tool is available on-line, providing easy data entry and reporting. The data can be reported for the entire organisation or separated by definable audiences including individual employees (used for WSP and employee development plans).

There is no limit to the audience size that can take this survey.

Use Our Competencies or Yours

The standard Skill Pinpointing Tool contains twenty-two competencies linked to a personal development curriculum. The Tool can be tailored to include your competencies.

Rating Each Competency

The survey takers rate themselves on each competency along two dimensions--IMPORTANCE to that person's job and their PERSONAL PERFORMANCE.

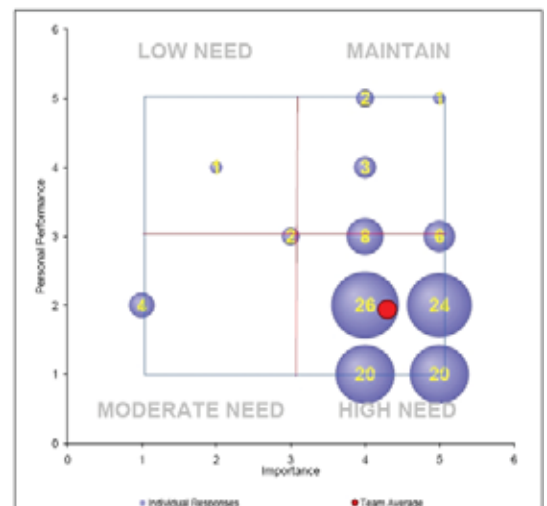
Displaying Survey Results

There are three main ways to display survey results. All data is entered on a four quadrant chart, each reflecting a different level of need.

Results by Competency.

A bubble scatter diagram displays the results of the entire survey group for each Competency.

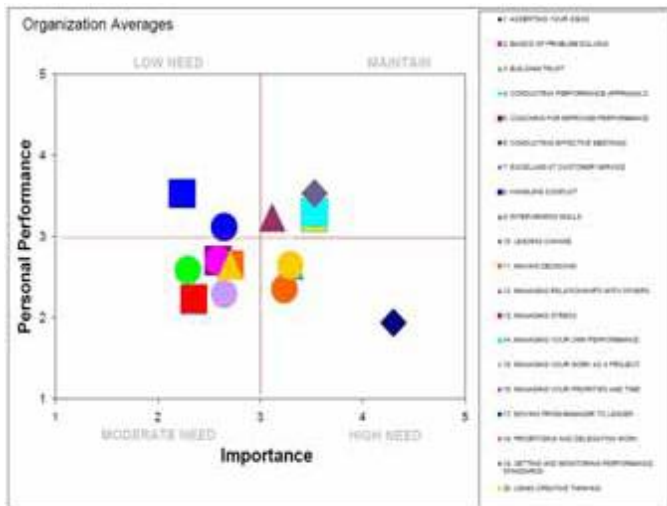
1. ASSERTING YOUR IDEAS



The number and size of the blue bubbles reflect the frequency of responses for that competency. The red bubble reflects the organisation/survey Group Average.

Examples of Survey Results

Organisational Summary. This chart displays the relative priority of all the competencies across the organization (or survey population). A different symbol, shown in the legend to the right of the grid, represents each competency.



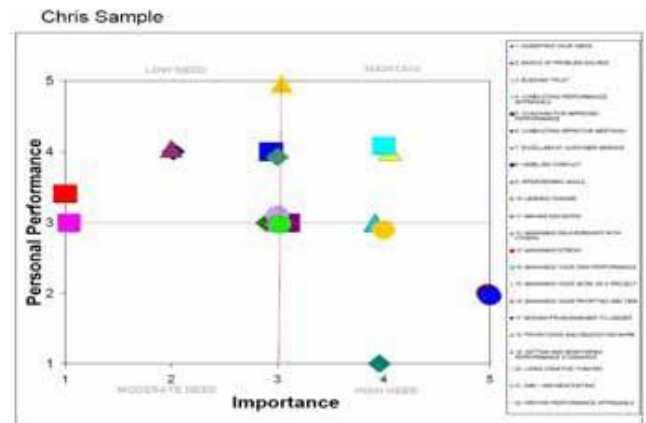
The symbols that show a high need for training are Asserting Your Ideas, Prioritising and Delegating Work, and Using Creative Thinking. There is Low Need for training in Handling Conflict, Moderate Need for Managing Stress training and recognition that an appropriate skill level (MAINTAIN) exists for Setting and Monitoring Performance Standards.



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Individual Employee Results. This chart reflects the ratings for a specific employee (Chris Sample). The data can be used to create an individual development plan for Chris.



Survey Pricing

There is a standard fee for the processing of the Skill Pinpointing Tool results that reflect the total organisation (or entire survey population). Additional reports can be created for survey sub-groups (e.g., by location or job level) for an additional fee.

If an organisation wants to modify the Skill Pinpointing Tool's standard competencies, a price will be quoted based on the degree of customisation.

For more information, including sample survey, questions and reports, contact us.

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