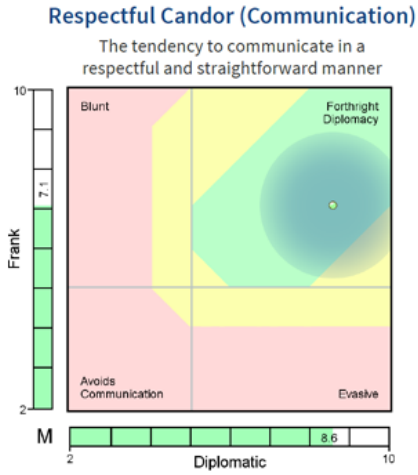
# Executive Team Analytics

Building and developing high performing Executive Leadership Teams is essential to organizational success. Ensuring you have a deep understanding of **each individual's strengths and development opportunities**, while at the same time analysing how disparate, **counter-productive behaviours** interact within the group, is crucial to implementing an **action plan** that will eliminate potential anchors on performance and drive team effectiveness and business results.

Harrison Assessments Analytics employ a cutting edge, talent management technology that provides insights for executive development. Break the cycle of depending on unreliable gut feelings and utilize **quantifiable behavioural data** to determine team capabilities. Create a **Succession Planning strategy** for identifying high-potential leaders within your organization.

## Why Choose Harrison for your Executive Team Development?

Based on twelve essential leadership behavioural competencies, **Paradox Mastery Technology** is unique in its ability to display whether strong traits are really strengths or whether they are potential derailers. To truly develop performance, individuals must first **understand their own behavioural preferences**; recognize and build on their behavioural strengths, while acknowledging the perception of behavioural weaknesses as they relate to a leadership role.

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# Executive Team Analytics

## Organizational Analytics

Top down, bottom up or any combination in between, segment and visualize your organizational data in ways that make it **easy to understand** where the **opportunities and challenges** lie. Dashboards are available for analysis of Employee Engagement, Behavioural Competencies, and Paradox Mastery. Harrison Assessments Analytics provides a **discovery tool** like no other in the industry.

## Why Choose Harrison for your Executive Team Development?

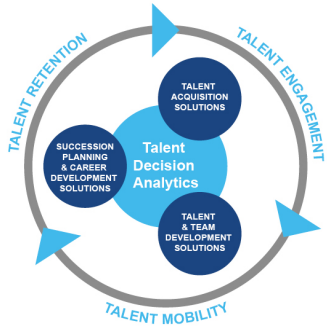
- Provides the most accurate, predictive, and detailed behavioural data in the industry.
- Incredibly efficient, measuring 175 behavioural traits using one **20-minute SmartQuestionnaire**.
- Provides a **common language** to discuss behaviours.
- Provides individual executives with a **framework for understanding** their own behavioural preferences and which need development to further boost performance and satisfaction.
- Indicates **potential personal disputes** within organizations and provides a narrative to assist with resolution.
- Identifies **competency gaps** that may need to be filled with future hires.
- Facilitates strategic planning and task allocation that maximizes the use of individual leadership strengths.
- Offers **flexible utilization** options that can easily expand to incorporate data across custom tags or the entire organization.

## Contact us to start building a Coaching Culture

Discover what is really going on with your Executive Leadership Team. Develop a **strong team culture**; build trust and rapport and align leadership behaviours with **strategic initiatives** and **organizational goals**. Get the right people on board and all moving in the same direction.

## Harrison Talent Life Cycle Solutions

Harrison Assessments uses predictive analytics to help organizations acquire, develop, lead and engage their talent. This comprehensive Talent Decision Analytics provides the intelligence needed throughout the talent life cycle to build effective teams and develop, engage and retain key talent. Contact us to learn how we help organizations make great decisions.

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