

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

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

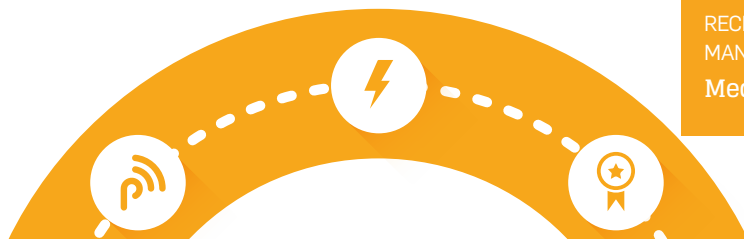
At Peoplogica we have combined behavioural science, people analytics and over a decade of research and development to assist our clients design strategies and tactics that better enable them to attract great people to their organisations.

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

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

Culture



“The flexibility and the robustness of the MultiRater Surveys is surprising. It is an extremely effective tool to understand how the individuals, the team and the organisation as a whole are performing.”

Steve Douglas
COO
Slingshot

Organisational psychology, real-world experience, people analytics and over a decade of research and development positions Peoplogica to assist managers understand the real determinants of a ‘performance culture’.

Most senior executives and business-owners have some level of preoccupation with catalysing their culture to higher levels of performance and/or excellence. In a world characterised by exacting deadlines, relentless competition, limited resources and globalisation, plus unwavering expectations from customers/shareholders/employees alike, ‘culture’ is so much more important these days. Peoplogica assists its clients to understand the real determinants of a ‘performance culture’. Through our multi-rater employee engagement surveys, ENPS, leadership workshops and leadership development programs, we are able to assist our clients to improve their workplace culture.

By integrating employee engagement surveys with 360 degree leadership development surveys, management teams can focus on the key issues holding back organisational and individual success.

Executives

FRUSTRATIONS

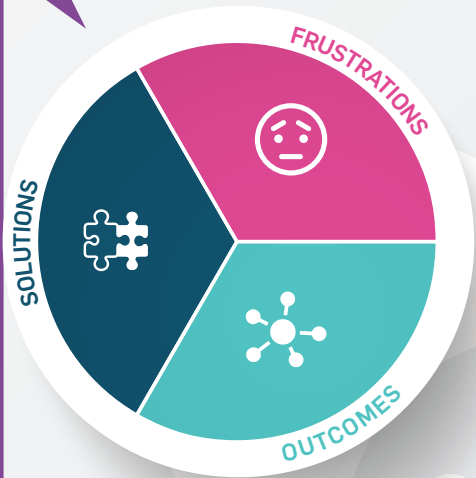
Lack of innovative ideas
Inconsistent leadership abilities
Low employee engagement
High employee turnover
Inadequate business growth

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

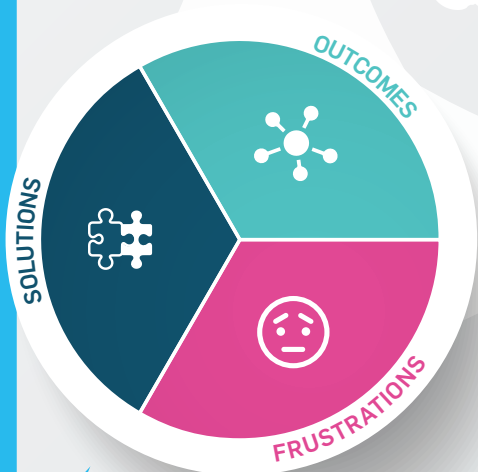
Challenging sales budgets
Inadequate sales pipeline
Low client service levels
Slow talent development

OUTCOMES

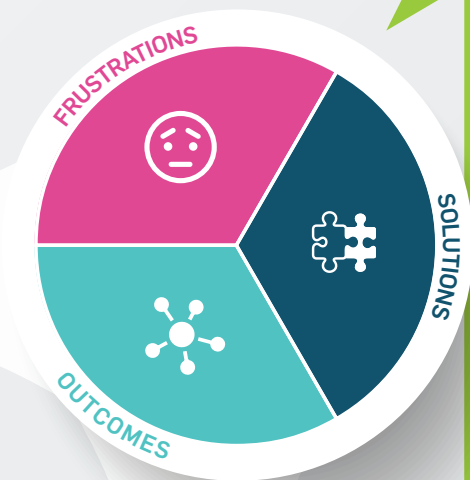
Exceeding sales expectations
Proactive lead generation
High performance sales team
Exceed client expectations

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

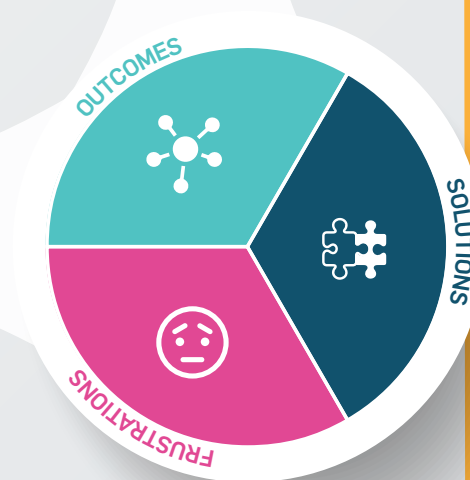
- Unhealthy organisational culture
- Low job satisfaction
- Inadequate diversity
- Inconsistent selection process
- Poor job applicant quality

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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