



jeitosa — [zhay-taw-za] (Brazilian Portuguese) adj. agile, skillful, adroit, clever, innovative, solution-oriented



Brazil



Chile



China

Role Clarity, Talent Acquisition and Job Fit

Value Statement

Hiring the right person for the job is more important than ever. The cost of the wrong person in the job is easily documented and financially quantified. Our job modeling for role clarity and talent assessments ensure you're hiring the right person for the right job. We can handle the entire search, benchmark the job and assess your candidates.

Job Benchmarking

If a job could talk, it would explain precisely what was necessary to achieve superior performance. We could ask it to tell us about the:

- Knowledge a person needs
- Personal attributes required to drive success
- Rewards for superior performance
- Hard skills vital for the job
- Behaviors necessary to perform at peak levels
- Intrinsic motivators

But we know a job can't talk, right? We use a patented process that leads to an understanding of the knowledge, intrinsic motivators, personal attributes, behaviors and hard skills required of each key accountability for the job in question.

Talent Assessment for Your Candidates or Your Team

We use the TriMetrix Talent HD®, the leader in talent assessment, to match people to jobs. Identifying a person's talent to determine job fit requires much more than good behavior-based interviewing skills and a list of technical questions to ask. The TriMetrix Talent HD profile identifies the person's workplace motivators, behavioral style and work-related soft skills. The TriMetrix Talent, when used with a TriMetrix job, provides incredibly rich insights. A gap report and development coaching reports make what we offer a total talent management system. Applications for the TriMetrix go beyond the hiring stage to include new-hire on-boarding, professional development goal setting and planning, managing and motivating strategy, and succession planning.

Strategic Talent Acquisition and Retention (STAR)

- Make the most of your technology – Get the right people on board
- Transform talent acquisition from art to science
- Enhance your bottom line through more effective people management

ALIGNING TALENT TO ROLES IS THE KEY TO SUCCESS

Our Strategy Services employ leading-edge people strategies not commonly found in HR and Financial Systems Implementation firms. Aligning talent to roles is a key part of any successful project. We provide expertise, methods and tools to identify the required workforce skills and competencies needed to achieve the strategy.

Our core competencies blend strategic thinking with best-in-class HR and Financials implementations. With our rapid prototyping methodology, seasoned and certified project managers, and experienced functional and technical consultants, we quickly and painlessly take companies from needs analysis to production. That takes talent. The same talent assessment and job matching strategies that enable our success are offered to you.

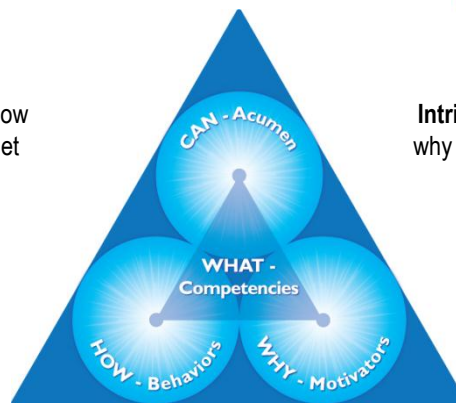
Did you know? "46% of new hires fail within the first 18 months. Only 19% of new hires achieve 'unequivocal success' within 18 months of hire. Failures are almost always attitudinal, such as lack of coachability (89%) rather than lack of aptitude (11%)." Source: Leadership IQ

Acumen indicators show potential a person can access for job performance.



Behavioral traits show how a person will get the job done.

Intrinsic motivators reveal why a person is motivated to perform on the job.



Skill Competencies are what competencies a person has demonstrated in prior work.

Our People

Knowledgeable, Collaborative, Committed

...transnational network of over 50 consultants across more than 20 countries, averaging 15 years of experience in human resources, financials, and information technology solutions, including:

CARL NIELSON

Senior Strategic Advisor, STAR Service



... has over 20 years of experience in the field of strategic human capital management and organization development including leadership development, team and professional development, coaching and hiring for fit. He served as an HR Director for a large law firm. His formal education includes a B.S. in Organizational Psychology .

FREDDYE SILVERMAN

Vice President, US Eastern Region



... is a respected and recognized leader in the HR technology solutions field. Freddye Silverman has more than 25 years experience as a practitioner and consultant in both HR and IT. She was the 2004 Recipient of the IHRIM Award of Excellence and is a regular contributor to various HR publications and conferences. She holds a M.Ed., Spanish and Education, Towson University and is a certified HRIP.

STEVE PARKER

Vice President, North America / Strategic Advisor



...former senior manager with ADP and founder of PMPartners, Steve has over 30 years of experience working with clients to select, implement, and refine their HRIS applications. Steve has experience with process alignment, shared services, outsourcing, and internal solution development. He has worked with many Fortune 500 companies on developing successful HR strategies and solutions.

KAREN BEAMAN

CEO / Founder / Senior Global Advisor



...widely recognized as a global HR industry guru and business leader, Karen has built and led many global teams for Fortune 500 companies. She is Editor-in-Chief of the IHRIM Journal and has published four books. In 2002, she was honored with IHRIM's Summit Award for her lifetime achievements in the field of HR systems. She is fluent in English, German, French, and Portuguese.

Job Benchmarking - Creating Competency Models Quickly, Easily, Cost-Effectively

1-Identify the Job

Re-evaluate organizational needs with each opening

- Department Manager
- HR Business Partner

2-ID Stakeholder & SME

Obtaining input is key. Ask key people to participate.

- Department Manager
- Stakeholders
- Subject Matter Experts
- The Nielson Group or the HR Business Partner facilitate the benchmarking process

3-Explain the Process

Benchmark participants form a short-term team

- Watch the short online presentation as a group
- Establish timeline for the benchmark process

4-Discuss Accountabilities

Discuss department/section/division business goals

- What does this role need to deliver? Why?
- Current job description
- Key accountability statement

5-Prioritize Key Priorities

Gain agreement on key accountability statements

- Weight each statement based on amount of time required to deliver
- Rate level of importance to the role's success

6-Complete TriMetrix Job HD

All benchmark team members complete the TriMetrix Job HD.

- Other stakeholders?
- Distribute final key accountabilities

7-Generate Composite TriMetrix Job HD Report

Performed by The Nielson Group or your internal TriMetrix coordinator

8-Verify Composite Results

Facilitated discussion to discuss/debate results.

- Department Manager
- Stakeholders/SMEs
- HR Business Partner

9-Validate the Job Benchmark

Optional Step:

- Assess incumbents using the TriMetrix Talent tool
- Analyze personal performance versus gap report results
- Independent High-to-Low performance ranking vs High-to-Low TriMetrix predictive analysis

10-Document Job Benchmark

Compile key accountabilities and composite TriMetrix Job HD into one document (Master Job Profile (MJP))

- Incumbent development strategy based on TriMetrix Gap Analysis
- TriMetrix Talent Coaching Report
- Hiring: Interview questions
- HR Master Job Profile Library

Jeitosa's Strategic Global Enterprise Model (GEM) Issue-Focused, Strategically-Aligned, Goal-Oriented



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