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**Performance & Talent Requirements**

***Why?***

**Capability Fit is the engine that drives performance. It is one of the 3 root causes of poor performance. However, few companies take the time to assess:**

* **What capability does strategy require, per job? What talent level do we have in-house?**
* **Does a person have what it takes to do the job? Are they in the right position, or is the job too big for them?**
* **How many jobs are affected by the Peter Principle, where people have been promoted to their own level of incompetence?**

**Gaps between what objectives require and talent’s ability to deliver cause discouragement which drives detachment—the root cause of many B & C graded players. When people detach they become disengaged, their performance degrades and their attitude affects co-workers. Talent fit drives engagement, which drives performance.**

**Example:** The president of a major industrial gas manufacturer couldn’t understand why identical plants produced different product volumes. It turned out that some plant managers *pushed* production. Others were more guarded and watched production. Plants with “Push” managers produced significantly more product than those with ‘Watch’ managers. ‘Push’ managers matched Plant Manager job talent requirements, ‘Watch’ managers did not. They had gaps. Job requirements were higher than their capability, so they operated cautiously. For basically the same cost, plants produced 10% more product, after switching to ‘Push’ managers. ROI for this project was astronomical.

***How? Via in3’s system which ensures people:***

**Are Capable:**

* sets organization and job capability standards
* provides software to identify talent gaps, generate structured behavioral interview guides to identify job candidate talent depth, and set training goals to close gaps
* automates capability at a macro, not granular, level for better decision making.

***What?***

**Problems We Solve**

1. **Sales**
2. **Turnover**
3. ***Performance***
4. **Selection**
5. **Change: (Initiatives, Integration, Brand Experience, Transformation)**

**Projects We Do**

1. **Culture Change**
2. **Job Design**
3. ***Talent Requirements***
4. **Training: Concepts / Software**