HayGroup®

Hay Group know-how
built into a suite of

powerful off-the-shelf tools

Hay Group PayNet®

Access pay and benefits data for any job any time

24/7 access to the world's largest and most robust pay and benefits databases.

Using data from 20,000 organizations in over 100 countries, across different sectors you can:

- Accurately benchmark all of the pay and rewards you offer
- Offer competitive packages at every level
- Understand pay levels in markets all over the world
- Protect your bottom line.

Reward Pinpoint

Ensure the competitiveness of your total rewards

Using a tried and tested methodology, Reward Pinpoint will tell you the relevant value of all the benefits you offer your employees and how your total packages compare, by grade and by individual employee.

- An easy to use and digestible report
- Unrivalled benchmark data from over 60 countries
- Analysis of 20 individual reward elements.

Reward Snapshot

Quickly benchmark your pay and benefits

A quick way to compare your key reward elements against the market.

- Unrivalled benchmark data at an affordable price
- Provides a summary of your pay competitiveness
- Accurate, robust information
- Easy to understand and ready-to-use formats.

Total Remuneration Statements

Simple and affordable reward communication

Total Remuneration Statements (TRS) help you to value and communicate an employee's full pay and benefits package in a simple, affordable and reliable way. They place a tangible value on the 'hidden' elements of a remuneration package. Using TRS delivers business results.

- Unrivalled benchmark data at an affordable price
- Provides a summary of your pay competitiveness
- Accurate, robust information
- Easy to understand and ready-to-use formats.

Job Evaluation Manager

Streamline your job evaluation process

Hay Group Job Evaluation Manager℠ (JEM) is a powerful online tool that manages every aspect of the job evaluation process. It has been built to radically streamline job evaluation and promote consistency.

- The right jobs in the right grades, right across the organization
- Consistent job levelling
- Fast, flexible job evaluation
- Improved return on investment.

Emotional Intelligence

Develop emotionally intelligent employees

The most effective way to develop emotionally and socially intelligent employees.

- Developed in partnership with Dr Richard Boyatzis and Dr Daniel Goleman
- Based on hundreds of studies in organizations worldwide
- 360° feedback to help individuals improve their effectiveness
- Accreditation to help you coach your people for real behavior change.

Talent Q

Select the right people for the right role

Talent Q streamlines your selection process and facilitates cost control.

- Assesses personality and aptitude
- Works across all territories and industry sectors
- Quick and accurate thanks to the latest adaptive technology
- Available in 40 languages
- Ensures you never miss hiring the best talent.

Growth Factors

Identify your future stars

A 360° online assessment tool designed to help you identify hidden talent and spot individuals with real leadership potential.

- Separates current performance from future potential
- Spots an individual talent early on in their career
- Thoroughly researched and benchmarked
- Easy to use and interpret.

Leadership Styles and Climate

Develop effective leaders

The closest thing to a 'P&L statement' for how well a leader is managing their people.

- 180° feedback on leadership styles and climate
- Actionable insight on how leaders' behavior impacts team performance
- Benchmarked against one of the most extensive leadership databases in the world
- Draws on the research of Harvard psychologist David McClelland.

Employee Effectiveness

Engage and enable your employees

Discover crucial insights into how to improve your people's performance with our Employee Effectiveness Survey.

- Uniquely measures both engagement and enablement
- Proven links to better performance and higher retention
- Quick and easy to use, straightaway
- Based on 35 years of research.

Ready to take our quizzes?

Want to discover how enabled you are? Want to know how effective and efficient your recruitment process is? Visit us online and we'll tell you.

Our quick tests and quizzes will not only give you some unique insights into your organization, they'll also demonstrate how our tools and protocols can help you maximize your return on investment in your people.

Visit **www.atrium.haygroup.com/us** now.

Support your recurring HR tasks

If you're looking for quick and convenient ways to tackle your recurring HR tasks, you're in the right place.

Hay Group has taken its 60 years of research and experience and channeled it into a suite of powerful off-the-shelf tools and protocols to help find, reward and develop the talent within your organization – and maximize your return on investment in your people.

Every solution is proven, competitively priced and available off-the-shelf – and there's one to help you at every stage of the employee lifecycle.

in **120** countries, in **40** languages, **cost** effectively

About Hay Group

Hay Group is a global management consulting firm that works with leaders to transform strategy into reality. We develop talent, organize people to be more effective and motivate them to perform at their best. Our focus is on making change happen and helping people and organizations realize their potential.

We have over 2,600 employees working in 85 offices around the world. For more information please contact your local office through **www.atrium.haygroup.com/us**