

Bring out the best in everyone

with the ultimate range of HR tools



Welcome to Hay Group's atrium

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 channelled it into a new suite of powerful off-the-shelf tools and protocols that will help you 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, from spotting hidden talent at the recruitment stage to helping your leaders create working climates in which everyone can thrive.

You'll find them all in the atrium.



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Ensure your reward packages are always competitive with **Hay Group PayNet®**.



Hay Group PayNet® gives you on-demand 24/7 access to the world's largest and most robust pay and benefits databases.

Using data from more than 16,500 organizations you can:

- Accurately benchmark 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.



Some rewards are more valuable than others.
Find out what they're all worth with **Reward Pinpoint**.



Reward Pinpoint offers you a like-for-like check on competitiveness for every part of your rewards packages.

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





Detailed analysis and in-depth comparisons are always useful, but sometimes all you need is a quick, easy-to-understand overview of how your job roles compare to the market on pay.

The answer is **Reward Snapshot**, a quick yet authoritative analysis for a particular market which summarizes up to three reward elements chosen by you from an extensive list.

Delivered as an Excel spreadsheet or a PDF report with graphs and tables, Reward Snapshot:

- Uses Hay Group's unrivalled reward databases
- Offers easy-to-use analysis that summarizes compensation elements
- Is cost effective. You only pay for the information you need.

Reward Snapshot:

The quick way to assess how your reward packages compare to the market.





Emotional Intelligence:

Are you aware of the impact you're having on others?

If you are, then you have what is known as **Emotional Intelligence**, a vital contributory factor to high performance.

With our unique Emotional Intelligence offering, you can assess the 12 key emotional and social competencies that distinguish outstanding leaders and identify the precise areas for their development.

Developed in partnership with Dr Richard Boyatzis and Dr Daniel Goleman, Emotional Intelligence:

- Is the most validated behavioral measure of emotional and social intelligence
- Provides 360° feedback to help individuals improve their effectiveness
- Includes accreditation to help you coach your people for real behavior change
- Helps enhance individual performance and leadership effectiveness.





Pick the perfect candidate every time with **Talent Q.**

Assessing whether a candidate is the right fit for your role can be labor-intensive and imprecise. Fortunately, we can offer you an alternative.

With **Talent Q**, you can streamline your recruitment and selection process, keep control of your costs and ensure you always pick the perfect candidate.

Talent Q comprises a package of work-related psychometric assessments developed by Roger Holdsworth, one of the leading pioneers in this field.

- Use **Talent Q** to assess personality and aptitude
- Works across all territories and industry sectors
- Quick and accurate thanks to the latest adaptive technology
- Available in 40 languages.





It's all too easy to assume that tomorrow's leaders are simply today's top performers. But that runs the risk of overlooking talent that's yet undeveloped. That's why we have created **Growth Factors**, to help you discover the hidden talents who could develop into your future leaders.

This online tool features the unique **Growth Factor** Inventory – a 360° survey that identifies four qualities that enable individuals to learn and grow from development experiences

- Eagerness to learn
- Breadth of perspective
- Understanding others
- Personal maturity.

Growth Factors:

If you're looking for leadership potential, don't let current performance fool you.



Leadership Styles and Climate:

Are your leaders creating climates in which others can thrive?



Leadership Styles and Climate will help you get a picture of how well your leaders are managing their teams.

Benchmarked against one of the most extensive leadership databases in the world and drawing on the research of Harvard psychologist David McClelland, the tool gives you:

- 180° feedback on the your leaders' management styles and the climate they create
- Actionable insight on how their behaviour impacts team performance.





Employee Effectiveness:

You'll never get exceptional performance from your employees if you don't give them the right environment.

The **Employee Effectiveness Survey** will enable you to establish the levels of engagement and enablement across your workforce, and then help you prioritize your resources accordingly to create the perfect conditions for top performance.

The survey is:

- Based on 35 years of research
- Quick and easy to use
- Based on methodology proven to lead to better performance and higher employee retention.



The atrium – world class HR expertise at your fingertips

Professional online tools to help develop your organization's full potential – quickly, conveniently and efficiently.

Equipped for success

Powerful, intuitive and cost-effective, these tools accurately measure the factors proven to affect bottom-line performance. Hay Group's extensive data enables you to benchmark your organization against any market.

This unparalleled insight into your people, pay and effectiveness means that you can better help your organization to perform.

Tools that grow with you

In the atrium you'll find a completely flexible and scalable set of tools. There's an effective solution whatever your organization's size or needs.

Buy a tool for a one-off, single-country task or choose a number of tools to assist with complex multinational processes.

The end result is the same – the confidence to get the job done, quickly and efficiently.

Time Zone

Select and develop your employees

Effectiveness Zone

Engage and enable your people



Pay Zone

Pay the right amount

Our atrium at a glance:

- Based on proven Hay Group research, experience and methodologies
- Delivered online or available electronically
- Designed for HR professionals and line managers
- Highly cost effective
- Support regular processes in the employee lifecycle.



Ensure your reward packages are always competitive with Hay Group **PayNet®**.

Make informed decisions about your pay and rewards with unlimited access to the most accurate data.

To compete locally or internationally, your organization needs the right information to support its decisions.

PayNet® is a powerful online tool that gives you continual access to the world's largest and most robust databases of pay and benefits. So this valuable information is yours to use whenever you need it.

The first step is to map your jobs – Hay Group's unique methodologies make this straightforward and precise. You can then accurately compare your compensation and benefits across sectors, countries, regions and functions.

PayNet® options include:

- **PayNet® International Landscape** – reward trends across 65 countries
- **PayNet® International databases** – compare country data against global benchmarks
- **PayNet® National databases** – focus on local market trends with data on 80 countries.

Stay competitive and control costs

PayNet® gives you all the information you need to make better decisions about employee rewards. You can set pay that reflects the market and your organization's goals, while keeping a tighter control of your cost base.



Key benefits at a glance:

- Use online, at any time, with one simple subscription
- Access accurate, robust data from the world's largest pay and rewards databases
- Customize your queries for the specific data you need
- Easy, efficient and scalable job mapping
- Measure your competitiveness nationally and internationally.

Let's talk

To discuss how **PayNet®** can work for you, please contact a Hay Group representative:

Tel 1.800.729.8074

Email us.atrium@haygroup.com



Some rewards are more effective than others. Find out what they're all worth with **Reward Pinpoint**.

Attracting and retaining the best people is a constant challenge. It helps to have a detailed knowledge of how each element of your rewards packages compares to the market.

Reward Pinpoint analyzes 20 employee rewards, from base salary through to total remuneration. Based on Hay Group's unrivalled data, it shows you exactly where your offer is competitive – and where it could be improved.

With such a remarkable level of depth into the elements that make up your reward package, you're better placed to ensure that your offering appeals to the top talent.

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Confident decision-making

Reward Pinpoint uses reliable, robust data that not only provides country context but a complete global picture of your organization's reward provision.

You can quickly check the competitiveness of your overall package, and drill down to assess the attractiveness of certain elements.



Key benefits at a glance:

- Get accurate analysis – quickly, conveniently and at low cost
- See the value of each part of a package, covering cash and benefits
- Understand how you compare to the market – by grade and individual employee
- Depend on credible and robust data that's globally consistent
- Protect against base salary inflation with unique methodologies
- Reveal hidden costs and benefits.

Let's talk

To discuss how **Reward Pinpoint** can work for you, please contact a Hay Group representative:

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Test the competitiveness of your employee rewards with **Reward Snapshot**.

Not every organization has the time to analyze and compare its rewards data. Sometimes, you simply want an easy-to-understand overview of how your job roles compare to the market on pay.

Reward Snapshot is a quick, yet authoritative, analysis for a particular market, which summarizes up to three reward elements, chosen by you from an extensive list.

Cost-effective, reliable and easy-to-use, it cuts through complexity to give you the facts you need, when you need them.

Reward Snapshot includes:

- Analysis of internal equity
- Analysis of competitiveness for up to three compensation elements
- Summary of competitiveness, to indicate your organization's overall market position.

Ready-to-use format

Reward Snapshot is delivered as either an Excel spreadsheet or a PDF report; with graphs and tables. So you can integrate it immediately with other information and tools or present it directly to stakeholders as it is.



Key benefits at a glance:

- Uses Hay Group's unrivalled reward databases
- Easy-to-use analysis summarizes compensation elements
- Compare against your chosen market
- Integrate easily with other information or tools
- Enables you to focus on decisions instead of analysis
- Pay only for the information you need.

Let's talk

To discuss how **Reward Snapshot** can work for you, please contact a Hay Group representative:

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Emotional Intelligence:

Are you aware of the impact you're having on others?

Boost bottom line performance by developing emotionally and socially intelligent employees.

A high level of emotional intelligence equates to better performance. And you can now make that work to your advantage.

The unique **Emotional Intelligence** offering helps you to recognize, measure and develop 'the star qualities' of high performers.

Reliable results

The ESCI was developed with Dr Richard Boyatzis and Daniel Goleman, two of the leading authorities in the field of emotional intelligence.

It is the most validated measure of emotional and social intelligence competencies and is supported by a deep and comprehensive database. You can use it in confidence and depend on its results, when coaching and developing your people.

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Individuals receive focused, 360° behavioral feedback for 12 key emotional and social competencies that distinguish outstanding leaders and individuals. This helps to identify precise areas for development. The e-learning and accreditation elements of the offering provide you with tools, and best practices to support individual progress and develop emotional intelligence throughout your organization.

Emotional Intelligence includes:

- Accreditation program
- Emotional and Social Intelligence Competency Inventory (ESCI 2.0) online assessment
- Emotional Intelligence e-learning module (optional)
- EI pathfinder online development tool (optional)
- EI-related catalog accessories such as workbooks and cards (optional).



Key benefits at a glance:

- Understand individuals' emotional and social intelligence
- An effective platform for coaching and development
- Helps enhance individual performance and leadership effectiveness to deliver a competitive advantage
- Helps enhance individual performance and leadership effectiveness to deliver a competitive advantage
- Embeds the skills and best practices, to develop emotionally and socially intelligent individuals within your organization.

Let's talk

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Pick the perfect candidate every time with **Talent Q**.



Enjoy a new level of sophistication in your recruitment and selection processes.

Assessing whether a candidate is the right fit for your role can be labor-intensive and imprecise. Fortunately, Hay Group has an alternative.

Talent Q uses scalable online tools that offer a quick, cost-effective yet reliable route to a credible candidate shortlist. It enables you to identify and measure the most relevant attributes for any position much more objectively.

Talent Q is a package of unique, work-related psychometric assessments. These were developed by Roger Holdsworth, a pioneer in the field and benefit from the latest adaptive testing technology.

Talent Q includes:

- **Dimensions** – a comprehensive personality assessment that generates multiple report outputs for assessment and development
- **Elements** – an adaptive online test that measures numerical, logical and verbal reasoning.

You're in control

Screening and Selection is straightforward to set up and run, using the **Talent Q** Assessment System (TQAS). Hay Group will first train and accredit you to use the system. Administration is then purely self-service, leaving you the ability to set up assessments on demand and interpret the results. Of course, Hay Group remains close at hand with customer and technical support whenever you need it.

Key benefits at a glance:

- Obtain rich, useful data with tailored personality tests
- Process applicants efficiently with adaptive ability tests
- Produce a bespoke Interview Guide with incisive questions
- Save time and effort as the tool is automated
- Trust in the accuracy of the fully researched results
- Use everywhere, with the broadest coverage of 40 languages.

Let's talk

To discuss how screening and selection can work for you, please contact a Hay Group representative:

Tel 1.800.729.8074

Email us.atrium@haygroup.com



Growth Factors:

If you're looking for leadership potential, don't let current performance fool you.

Growth Factors will help you discover the hidden talents who could develop into your future leaders.

It's all too easy to assume that tomorrow's leaders are simply today's top performers. But that runs the risk of overlooking talent that's yet undeveloped. Identifying Potential is a simple and cost effective way to recognize leadership capacity separately from current effectiveness.

This online tool features the unique Growth Factor Inventory (GFI) – a 360° survey that identifies four qualities that enable individuals to learn and grow from development experiences:

- **Eagerness to learn**
- **Breadth of perspective**
- **Understanding others**
- **Personal maturity.**

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The results of the GFI help you to more accurately target your development budget. You'll know who is most likely to benefit from these opportunities.

Identifying Potential includes:

- **Growth Factor Inventory survey – unique to Hay Group**
- **Self-service module – for easy administration**
- **Talent Pool report – to compare survey respondents.**

Retain and develop talent

This highly effective tool can give your organization a clear advantage in the global competition for outstanding leaders. You are better placed to nurture a diverse pool of talent internally and build a strong leadership pipeline.



Key benefits at a glance:

- **Spot talent earlier in employees' careers**
- **Maximise the efficiency of your training budget**
- **Retain and develop your own leadership talent**
- **Help to secure your organization's future success**
- **Separate reports for managers and participants.**

Let's talk

To discuss how **Identifying Potential** work for you, please contact a Hay Group representative:

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Leadership Styles and Climate:

Are your leaders creating climates in which others can thrive?



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

Effective leaders create high performing climates that motivate their teams. They have a broad repertoire of leadership styles they can draw on according to the situation.

Leadership Effectiveness is a set of online tools that assess and develop leadership styles and impact.

Based on 60 years' experience in the field, Hay Group knows that improvements founded on this awareness can dramatically enhance an organization's bottom-line performance.

Leadership Effectiveness includes:

- Accreditation program
- Inventory of Leadership Styles (ILS) online assessment

- Organizational Climate Survey (OCS) online assessment
- ILS e-learning module (optional)
- OCS e-learning module (optional)
- Pathfinder online development tool (optional)
- ILS/OCS related accessories such as workbooks (optional)
- Leadership Effectiveness audit (optional).

Unique and superior insight

ILS and OCS assessments are exclusive to Hay Group. Used in combination and with feedback delivered by accredited employees they can offer powerful insights on how to improve leadership effectiveness.

Leaders can then use the optional e-learning modules and Pathfinder online tools to structure their own development.

Key benefits at a glance:

- Improves performance through individual, actionable feedback
- Delivers unique insights on how to improve leadership impact through the use of leadership styles
- Links directly to bottom line performance
- Targets accurately the key areas for development
- Includes accreditation to help improve leadership performance across your organization.

Let's talk

To discuss how [Leadership Effectiveness](#) can work for you, please contact a Hay Group representative:

Tel 1.800.729.8074

Email us.atrium@haygroup.com



Employee Effectiveness: Engage and enable your people



Get exceptional performance from your employees by giving them the right environment.

Employee engagement is only part of the story when it comes to performance. You also need to know whether your organization enables people to do their jobs.

Employee Effectiveness is an online survey tool that provides valuable insights into the factors preventing employees from performing at their best.

It analyzes 12 separate drivers of engagement and enablement. You can benchmark results by sector, country and region against data drawn from more than 4.5 million people in over 400 organizations.

By identifying barriers to performance, your organization can create a more positive environment, that leads to quantifiable improvements.

A proven return on investment

Hay Group research shows that employees who are both engaged and enabled directly contribute to higher levels of growth. They:

- Remain longer with the organization
- Perform up to 50 per cent better
- Offer enhanced customer service.

Quick and easy to use

Employee Effectiveness is a powerful online tool that requires no special training to administer and can be completed by all employees.

The final report relates individual scores to internal and external benchmarks. You will quickly be able to make informed and confident decisions about improving employee effectiveness.

Key benefits at a glance:

- Easy, quick and cost-effective to use
- Delivers ROI by identifying precise areas to improve effectiveness
- Answers vital questions around retention, innovation, growth, strategy and performance
- Backed by extensive databases and 35 years of research.

Let's talk

To discuss how **Employee Effectiveness** can work for you, please contact a Hay Group representative:

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Email us.atrrium@haygroup.com