



Innermetrix UK

A People & Change Organisation

Leaders in Professional Consulting

Creating Organisational Performance

People Development & Coaching

Information

Welcome and thank you for taking the time to consider Innermetrix UK as a strategic partner in the development of your key resource - your people.

Our aim is to always deliver above the expectation and in embracing this philosophy, we maintain a drive to offer real value in the service that we provide to our clients the world over.

Having a global presence in The United Kingdom, Europe, The USA, South Africa & Australia, allows us to pool research from our efforts to continually improve the solutions that we provide.

It is this approach that allows us to further develop within each sector, a tailored solution that meets the needs of the client in their own market place, and this is one of the differentiators that set Innermetrix apart from the rest.

We love what we do. This shows and comes across “loud and clear”, our client’s words, not ours, and it’s this passion that becomes part of the process we take you through.

The following pages show you the approach and application of our methodologies, and how they can be used to identify talent, develop leadership or engage your employees to embrace change. The approach we take is very different, not just because of our uniqueness, but because we always put your people first.

So join us now, and become part of something that’s more than the sum of its parts.

We look forward to working in partnership.

Allan Miller

**Director
Innermetrix UK**

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Diversity Of Application

INNERMETRIX UK is an organisation that focuses on breaking down the barriers that inhibit performance in your greatest asset, your people.

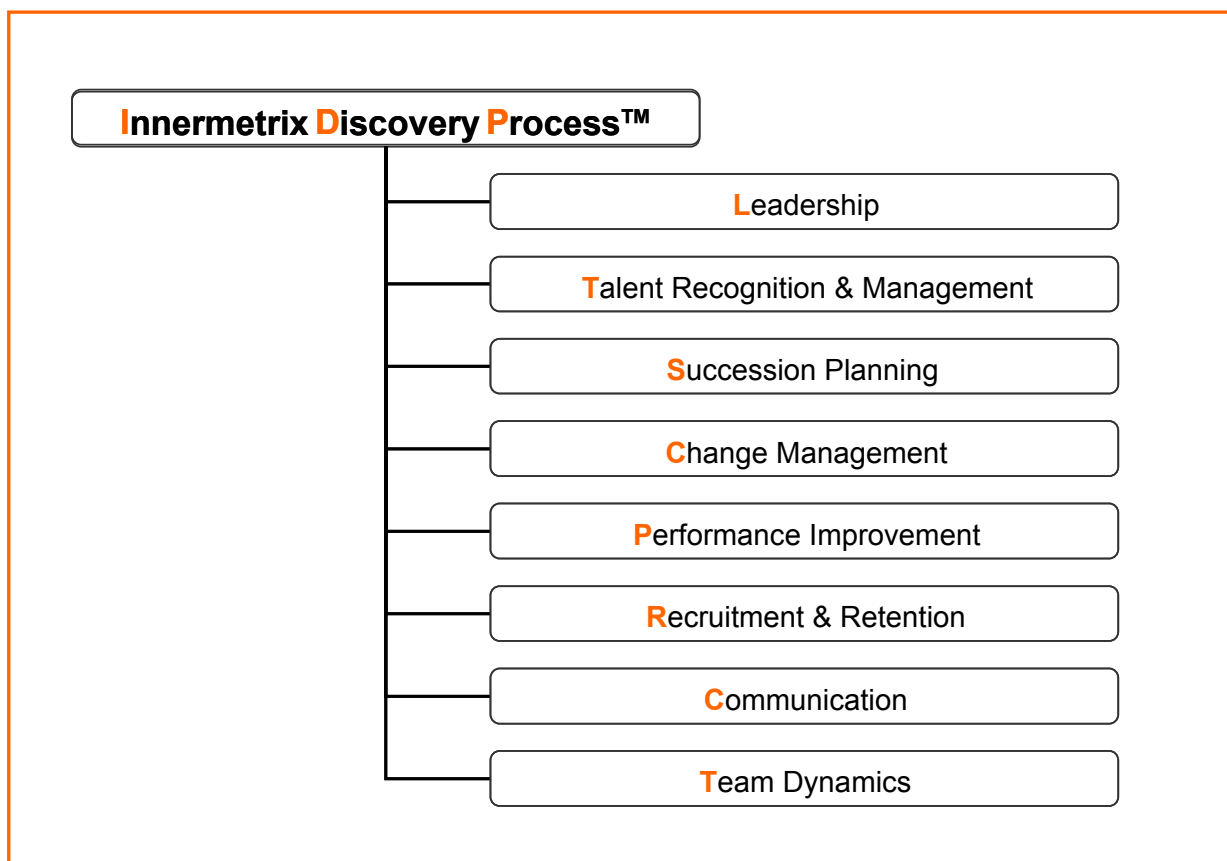
We do this for our clients to drive positive change and attain higher levels of performance and efficiency.

Human Capital today accounts for more than 70% of a company's Intellectual Asset.

That's why we craft solutions to allow that critical resource, to perform to its fullest potential.

We use leading edge technologies to identify, measure and develop the people, skills and talent, and help implement the appropriate forward thinking solution.

In doing so, our Innermetrix Discovery Process™ lies at the heart of everything we do and is fundamental to ensuring effectiveness in attaining improved performance objectives.



Our Approach

Innermetrix has developed the most comprehensive suite of business diagnostic tools and people development processes on the market today to help an organisation, more accurately identify critical issues, measure and isolate the causes, and craft and implement appropriate solutions to resolve them.

The **Innermetrix** approach is a holistic consulting process that breaks down the complicated structure of any organisation into eleven separate but interdependent core areas of performance.

The approach involves 5 key stages:

Innermetrix Discovery Process™

A process that discovers what your people are made up of at core level. It uniquely identifies the professional talent based upon 77 business competencies. It also identifies an individual's value structure and measures behaviour in both natural as well as adapted states to measure the management of work environment related stress.

Design

This foundation phase looks to build upon all of the learning and management information gained from the discovery process and designs a blueprint for organisational success. This critical phase is supported by various tools such as community vehicles and professional coaching.

Culture & Environment

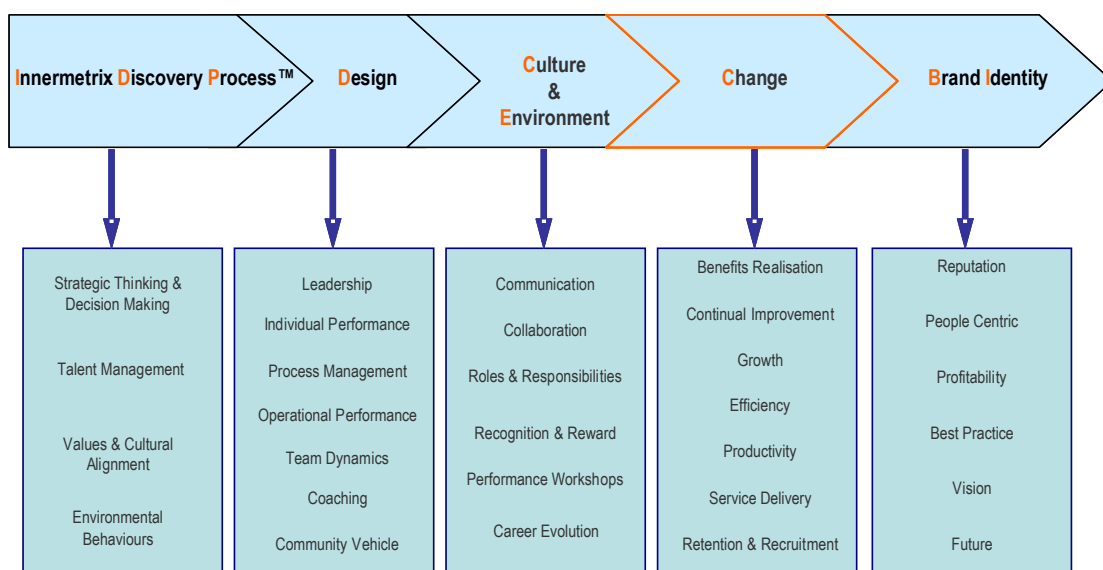
Implementation of the blueprint takes place in this phase. Purpose is brought to the individual, team, department and the Leadership which is the true catalyst to engaging the people to perform at a higher level whilst being **natural** and **true** to their talents.

Change

Gaining the level of engagement required is fundamental to achieving change. It's in this phase where you start to see the true measurable benefits from this approach, and all areas of your business are positively affected. We assist you in defining the detail within your KPI's that proves change is happening.

Brand Identity

A key outcome of this journey will be the image that is conjured up when your organisation's name is mentioned, which is one of **I**ntegrity, **S**uccess & **A**chievement. The organisation is thought of in terms of being a great place to be, for among other things, its sense of community and the strength of its Leadership.



Benefits You Will Realise:

Key Performance Indicators

- **Communication** – Effective, Relevant & Informative lines of communication between the Leader, their teams, group and wider business community.
- **Community** – Steadfast knowledge that you are an integral part of the family and gives access to Best Practice, Knowledge, Support & Strength.
- **Control** – Of Client, Process & Resource to ensure efficiency, higher levels of project management, greater due diligence and opportunity.
- **Management** – Of time, effort and energy towards the right task at hand.
- **Motivation** – Staff are motivated, focused, feel inspired to take their game to a higher level from within. They take ownership.
- **Sustainability** – Maintaining practices through environmental behaviours, which lead to a constant ‘share best practice’ model.
- **Growth** – Great values driven behavioural changes bring great results.
- **ROI** – Visible and measureable benefits realisation.

Expected Outcomes

- **Staff** – More stable, focused and motivated to set new standards for themselves which always try to exceed the expectations. Integrity becomes constant and the state of High Performance is attained.
- **Clients** – More assured that the Leadership they engage with, is as trusted a source as themselves or even more so solidifying the relationship.
- **Management** – More attainable and directional, which shows vision, focus and support and adopts the role of The Conductor, providing strategically driven plans to maximise the business or service models.
- **Structurally** – The Organisation takes on a strong and dynamic identity, which positively promotes integrity, respect and opportunity and attracts a *share best practice* mind set from within.
- **Differentiator** – Leadership stands out because of its people.

“Its people that make the organisation great!”

What Others Have Said About Us...

BAE SYSTEMS – Submarine Solutions
Graham Hackett
Capability Support Manager

BAE SYSTEMS

“My initial encounter with the Innermetrix program was through a personal assessment, provided by Innermetrix UK. From this meeting, two things were striking. The first was the passion and enthusiasm from Innermetrix and the impact they can have on individuals and the organisation. The second was how insightful and perceptive the assessment was.

*We decided to run a pilot study of Innermetrix across a sample of 16 of our Project Management team. It wasn't appropriate to run the assessment as a job benchmarking exercise so we decided to run Innermetrix as a personal development tool and to provide insight to the distribution of values, beliefs and behaviours across the sample. **The results were quite outstanding.** The managers involved were astonished with the content and quality of the feedback reports. These reports were then used as the basis for a personal development workshop.*

*From a company perspective, we have been able to use the summary report as background information for **succession planning** and **career development**.*

The Innermetrix experience has been a success for those involved, in the longer term we are looking to see how we can broaden the scope into job profiling for other parts of the organisation.”



BLUE ORANGE CONSULTING LTD
Stewart Milton CEO

“Matching people to positions is always a difficult task but Innermetrix UK, through the application of the Innermetrix methodology, makes it easier and more transparent.

In my job, our people are the only true source of competitive advantage so it's essential we get the right skills and attitudes.

Innermetrix has helped us enormously.”

What Others Have Said About Us...cont'd



**STRATHCLYDE
POLICE**

Working Together - Building Safer Communities

**STRATHCLYDE POLICE
Stuart Harvey
Development Manager**

"In the past I have been fairly cynical about job benchmarking systems. On being told that I would be undergoing an Innermetrix program, my initial scepticism was very quickly replaced by the realisation that this was something that was demonstrating quantifiable benefits, particularly in relation to providing me with extremely valuable information on key job accountabilities and the characteristics that ideal applicants should possess.

I've derived particular benefit from acquiring a greater understanding of how to tailor communication to individual staff"

I also have no hesitation in recommending Innermetrix UK. Their passion, knowledge and belief in the Innermetrix system come's across loud and clear and contributed greatly to what has been a very successful exercise."

**PORTERBROOK LEASING
Alex White
Operations Director**



"Porterbrook leasing made contact with Innermetrix UK to help optimise the performance of our New Trains Project team, by evaluating the relative strengths and weakness of the personnel involved.

They applied the techniques offered by the Innermetrix System and helped me gain a much greater understanding of my team. This information led to the realignment of our approach and ultimately the successful delivery of the New Trains Project, which reflected an investment of circa £900 million pounds.

I have no doubt that the consultants of Innermetrix UK had a positive influence on all the personnel who came in contact with them and ultimately assisted me in delivering a very successful project."