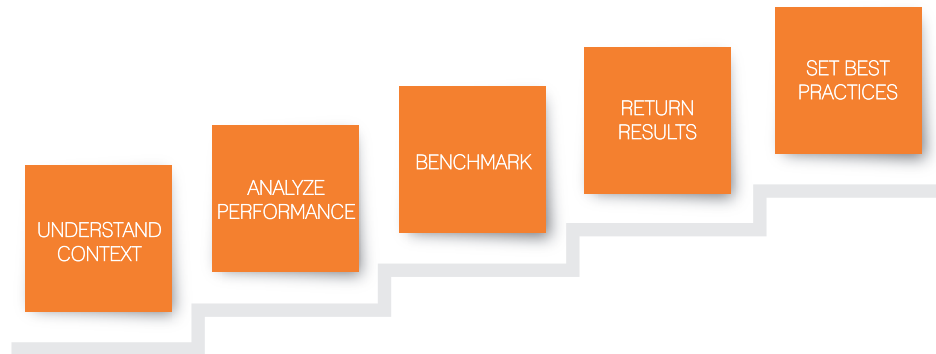


Revealing the key factors of performance



Vision

Two important things in any company do not appear in its balance sheet: its reputation and its people.

Henry Ford, 1920

Because one improves only what one understands – and one understands only what can be measured – it is extremely important to understand the most important asset of a company: its people.

Strategy

Inductense implements a scientific and human approach to reveal the key factors of performance.

By developing tools capable of measuring determinants of performance in a pragmatic, simple, Cartesian and transparent manner, Inductense offers companies the possibility to highlight the strengths and potential of their workforce in a new light, with a motivating approach that offers real solutions.

The tools developed by Inductense are for managers, HR executives and management boards.

Profile

Inductense is the result of the interesting career evolution of Sandrine Henry. Sandrine's background is in engineering. After more than ten years in the high-tech industry & Internet technologies, she changed focus by obtaining a Masters in Human Resources and Social Change.

Since then she has worked in the area of group dynamics and more specifically on the performance management of work groups. Capitalizing on her Cartesian style of thinking and understanding of industry combined with her HR expertise, her background is a major strength in her consulting approach for companies.



Management is one of the few roles that doesn't yet require a professional qualification.

One number

63%

Only 63% of team objectives are met, on average!

Source : M.C Mankins et Al., "Turning Strategy into Great Performances", Harvard Business Review, (2005).



The solution? inteam

The first sustainable management tool for teams.

The first component of the Inductense offer is Inteam. Inteam is a unique tool for measuring and developing teams.

Its holistic methodology, both scientific and human in its approach, has an immediate and pragmatic application in the workplace.

Inteam takes a snapshot of the strengths and weaknesses of a team. Inductense then conducts a professional analysis of the data collected and creates a complete dashboard summarizing all the collective performance indicators and the appropriate recommendations for improvement.

The key points

Global

Scientific and human in its approach, Inteam is for both traditional and virtual teams. It focuses on the team as a whole, helping individuals see that they are an important part of a bigger picture.

Sustainable

Its unique concept of periodic evaluation offers a high value-added solution, giving managers & HR departments the opportunity to evaluate and compare teams over time, and to provide a forward looking vision.

Turnkey

Inteam is generic and comprehensive, while at the same time offering you the ability to customize it to suit specific requirements.

Rapid

Inteam takes a snapshot of the strengths and weaknesses of your team. Data is collected and results returned in less than a week.

Methodological

Inteam is a scientific tool based on key group performance factors identified by academic research in social sciences, management and psychology.

Inteam is...

A ready-to-use tool for the measurement and development of team performance.

Inteam is complementary to individual performance evaluations that may already exist in the organization.

Inteam is not...

- A tool for individual evaluation
- Just another questionnaire measuring satisfaction or commitment
- A 360°
- ... etc.

Inteam is for...

Teams (traditional or virtual) from all levels in the organization and from all functions (marketing, sales, R&D, production, etc.), from five to six members.

Inteam and its benefits

Improving performance

only **63%** of team objectives are realized, on average!

Source : M.C Mankins et Al., "Turning Strategy into Great Performances", Harvard Business Review, (2005).

Motivating the workforce

only **63%** of salaried employees are personally motivated to help their organization succeed.

Source : Towers Watson France «Global workforce study», (2010).

Helping managers

only **28%** of managers feel supported in their executive function.

Source : "Baromètre de la fonction DGRH", Capgemini consulting, Ciffop, Crossknowledge, TNS Sofres, La Tribune et Congrès HR (2008).

Attract & Retain talent

only **42%** of Swiss salaried workers would consider changing employers for the right offer.

Source : Towers Watson SUISE «Global workforce study», (2010).

Testimonial



In the highly dynamic context of innovation, human capital & teams are key factors and critical assets for SAP Labs France. Inductense allowed us to measure our team performances and to understand areas of improvement rapidly and effectively.

— W. Sommer, SAP Labs France President.



inductense.com