“EMPLOYEES JOIN COMPANIES BUT LEAVE MANAGERS.”
A Gallup poll of 1 million+ employed U.S. workers found the number one reason people quit their jobs is a bad boss or immediate supervisor. 75% voluntarily left their jobs because of their bosses, not the position.

“PEOPLE LEAVE MANAGERS, NOT COMPANIES...IN THE END, TURNOVER IS MOSTLY A MANAGER ISSUE.”
When a manager is engaged, team members realize higher engagement. The selection of managers is mission critical with nearly 11 million managers* today with tenure averaging 10 years**.

TALENT PLUS HAS ASSESSED MORE THAN 250,000 MANAGERS IN THE PAST 30 YEARS – we understand the talents top managers possess.
A Talent Plus study discovered that effective managers drive 41% higher employee engagement.

Engagement occurs when managers listen, are more predictable, recognize successes and provide training opportunities to their employees.

TALENT PLUS® OPERATIONAL MANAGER TALENT ONLINE® ASSESSMENT (TOA Sm)

EMPLOYEES ARE MORE ENGAGED WHEN MANAGERS:
+ Are predictable in words and actions
+ Identify needs and actively work on solutions
+ Understand what elevates job satisfaction
+ Emphasize value team members add
+ Listen to co-workers
+ Provide training opportunities
+ Recognize and support employees

THE SCIENCE OF TALENT®
Top managers make strategic, tactical day-to-day decisions to implement solutions for desired outcomes and move projects forward through good, spontaneous business decisions – ensuring success of the organization.

MAKE THE RIGHT SELECTION DECISION
The Operational Manager TOA has the highest degree of validity in the market, declared “Rare and very beneficial” by the U.S. Department of Labor. Talent Plus helps get the selection decision right 76% of the time, improving your selection odds.
WE ARE CHANGING THE WORKPLACE.

Managers account for at least 70% of the variance in employee engagement scores.***

*In 2012, there were 10.8 million middle managers working in the United States. (Department of Labor statistics and The Wall Street Journal) | ** Managers are not job-hoppers. Almost 38% have been with their employer for more than 10 years. (Department of Labor statistics and The Wall Street Journal) | *** Gallup.

TEST DRIVE THE OPERATIONAL MANAGER ASSESSMENT TODAY AND GET YOUR TALENT CARD bit.ly/OperationalMgr