

With You With Me Potential

*An end-to-end talent creation
& management platform*

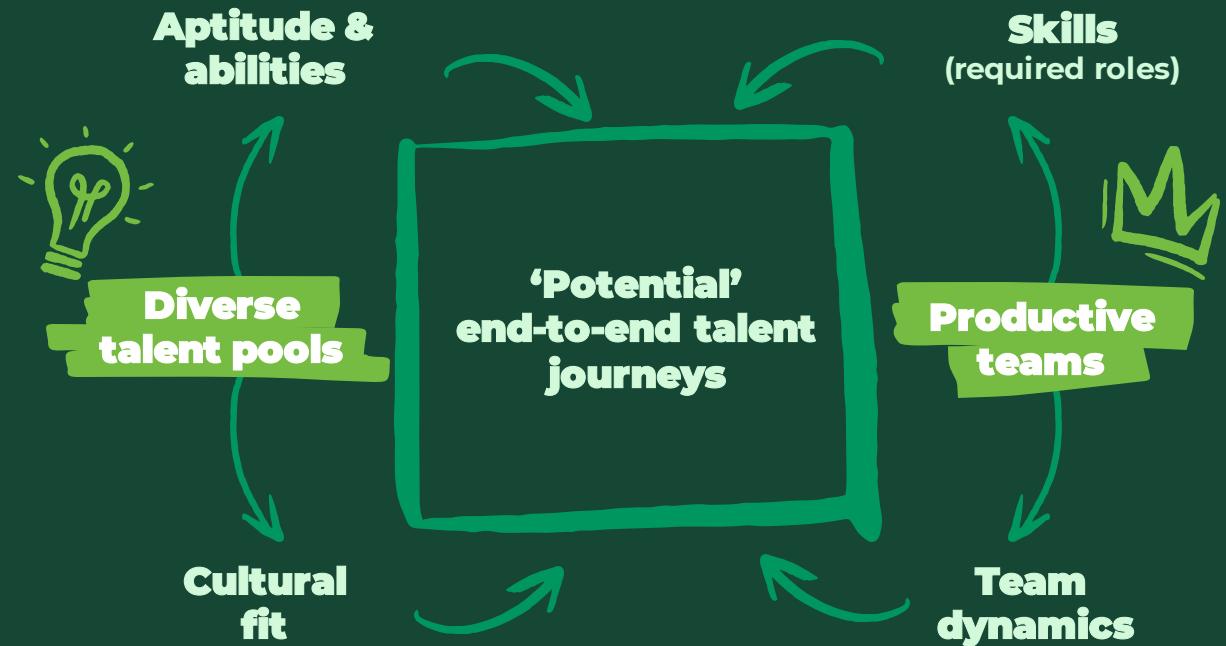
What makes us different?

Potential is an end-to-end **data-led** talent management platform

A complete & seamless experience for both employee and employer

Potential over experience

Data-led workforces





An end-to-end talent management solution



Featuring 2 core products

Discover Potential

Discover Potential is a talent creation marketplace where employers can fill open roles & build their teams and tech capabilities from internal or external talent pools.

Grow Potential

Grow Potential is an end-to-end talent creation & management platform that dynamically supports you to grow your talent to meet the evolving demands of your organisation. It also provides meaningful workforce insights to improve retention and productivity.

Discover Potential

A talent marketplace

Discover Potential empowers you to source, recruit and deploy diverse new talent into your organisation or find untapped talent within your existing workforce. Self-manage through a SaaS licence, or partner with us to deploy a Squad through a 'temp-to-perm' model.

Take your pick...



Discover Potential *(formerly TCP)*

- * Self-serve access to talent (external & internal candidate pools)
- * Annual recruiter licence + CPH fee



Discover Potential: Squads *(train & deploy model)*

- * Managed service to recruit diverse talent into your organisation on a temp-to-hire basis
- * 12-month squad at SFIA 2 or 3 + 1 Discover licence

*Self-managed
SaaS offering*



Discover Potential

Find talent in a range of over-looked communities **outside your organisation**



Key benefits:

- Instantly match to candidates based off your needs (skills, role, clearance, location).
- Attract candidates from diverse talent pools.
- Recruit skilled talent – or hire on culture fit and train for rapid deployment.
- Find and train internal employees who have untapped potential
- Aptitude test to predict skills, role and team suitability
- End-to-end talent creation – find, shortlist, interview & hire from one platform

Key outcomes:

Create **new talent from diverse external sources** or identify existing talent or untapped potential **inside your organisation**

Support your under-employed talent groups

Find alternative sources of talent – retrain to retain



Discover Potential

Your needs

- High potential candidates for your organisation from diverse backgrounds
- High quality employees at fair market value
- Social value delivered
- HR effectiveness delivered efficiently
- Simple and streamlined recruitment process
- Deployment opportunities for existing employees

Our difference

- Your demand is sourced from diverse talent pools (externally and and/or internally)
- Candidates are tested for potential (skills, aptitude and culture fit) & matched to your organisation, teams and job requirements
- The recruitment pathway is customisable to your needs
- The process is largely automated to allow focus on value add activity not administration

Commercials

- Annual recruiter license (including 100 free tests for internal employees)
- Cost Per Hire

Discover Potential

Squads

← 12 weeks → ← 40 weeks →



- Understand the needs of your teams and advertise teams/ roles/ skills to the platform
- Attract candidates from diverse talent pools
- Aptitude test to ascertain skills, aptitude and cultural fit for role and team suitability
- Leverage candidate data to build pipeline of individuals

- Create 'blue sheets' of specific requirements for roles
- Candidates undergo globally recognized accreditation (typically to SFIA level 2 or 3)
- Final Capstone project delivered to demonstrate technical proficiency

- Individuals are hired and start work
- Execute induction plans
- Immediately begin delivering

- Develop growth plans for individuals to help grow them through their 'apprenticeship'
- Support candidates to execute development pathways (their apprenticeship)
- Build expertise beyond initial competencies
- Continue to deliver productive work

the
Potential
platform

Supported career pathways: Cyber, Data, RPA, Business Analysis, Cloud, Digital Project Management, Service Desk, Career Development, IT Fundamentals, Low Code, Linux, and Software Development



Discover Potential Squads

Your needs

- Immediate availability of talent to deliver against your organisational needs
- High quality employees at fair market value (and this value increases as the employee grows through the 'apprenticeship')
- Increased retention
- Social value delivered
- HR effectiveness delivered efficiently

Our difference

- Your demand is sourced from diverse talent pools
- Your candidate pipeline is made to order
- Candidates are tested for potential (aptitude, skills and culture fit) – and provided individualised development programs
- Development is focused on role productivity - versus purely skills development
- Candidates are pre-skilled to be immediately productive
- Continue building to deep expertise over year one – then retain talent as permanent staff for no additional fee

Commercials

- Squad fee (to cover discover, train, deploy and grow)
- Potential Discover licence

Discover Potential

Discover Potential

Contact us for pricing

- Recruiter licence - cost per user (12 month subscription)
 - Access WYWM and internal talent pool
 - Assign tests, training and hire candidates
 - 100 free tests
 - Manage added users on the platform
- Training or Hiring - cost per user
 - Training seat, hire or train & hire
 - Single User
- Testing - cost per user (beyond the 100 free tests)
 - Add internal or external users

Discover Potential – Squads (Contractor Model)

- 12 month squad at SFIA 2 or 3
- 1 Discover license (included)

Grow Potential

*End-to-end talent creation & management
platform that improves retention & productivity*

Grow Potential is an end-to-end talent creation & management platform that provides meaningful workforce insights to improve retention and productivity.

Grow draws on our proprietary profiling tool to create an accurate assessment of team productivity and employees' natural strengths, hidden abilities and potential to be successful in a role.

Gain actionable insights on workforce optimisation and mobility opportunities, reskill and retrain to retain talent – and be positioned to create meaningful career pathways for employees.



*All you can eat access to
the Potential platform*

Grow Potential

*Access the full capabilities of
Discover Potential... plus:*

Our market-leading proprietary profiling tool creates an accurate assessment of your workforce potential and opportunities for optimization.



VARK



Big 5



DISC



Competencies



**Skills
framework**



Diversity

- Identify the true capabilities existing in your workforce and understand team productivity
- Increase retention by building engagement through training and internal mobility
- Make data-driven workforce decisions through aptitude assessment and matching into your skills framework
- Deliver greater social value
- Improve the efficiency and effectiveness of your HR division

Maximise the potential of
your current workforce

**Support your under-employed
internal talent groups**

**Find alternative sources
of talent – retrain to retain**

**Stop churn by supporting
meaningful employee engagement**



Grow Potential

Your needs

- Maximising the potential of your current workforce
- Pivoting your current employees from low demand to hire demand areas
- Increased retention
- Social value delivered
- HR effectiveness delivered efficiently

Our difference

- Aptitude testing applicable to any set of skills (once benchmarked)
- Works with your skills framework
- Can integrate your training or third party training into development paths
- A demand signal is key to encouraging personal development – but this signal is not limited to role change – you can post skills development programs and different teams in addition to roles – you decide
- Individualised, bite size, development pathways that can be leveraged on the job

Commercials

- Fee to architect Potential for your specific role/skills framework
- Fee to integrate Potential with your existing talent admin systems
- Enterprise fee for 'your instance' of the Platform

Grow Potential

Grow Potential

Contact us for pricing

- User licences - cost per user /year, minimum 1,000 licences
 - Includes test, train and deployment
- Recruiter licence – included in the above
 - Access WYWM and internal talent pool
 - Assign tests, training and hire candidates
 - Manage added users on the platform
- Custom pipeline
 - Custom match, training course
 - Designed with GSI's in mind
- Custom integration build
 - Integration with LMS, Talent Management System

Product comparison

Discover Potential

Your needs

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- Your candidate pipeline is made to order
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- Candidates are pre-skilled to be immediately productive
- Continue building deep expertise over year one – then retain talent as permanent staff

SaaS offering

- Recruiter licence - cost per user (12 month subscription)
 - Access WYWM and your internal talent pool
 - Assign tests, training and hire candidates
 - 100 free tests
 - Manage added users on the platform
- Training or Hiring - cost per user
- Testing - cost per user

Squads option

- 12 month squad contractors at SFIA 2 or 3 at an hourly rate
- 1 Discover license (included)

Grow Potential

Your needs

- Maximising the potential of your current workforce
- Pivoting your current employees from low demand to high demand areas to meet evolving organisational needs
- Increased retention
- Social value delivered
- HR effectiveness delivered efficiently

Our difference

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Workforce Assessment Pilot

Seeing is believing...

Test your workforce to uncover hidden potential with our workforce assessment pilot.

Special offer

Free pilot

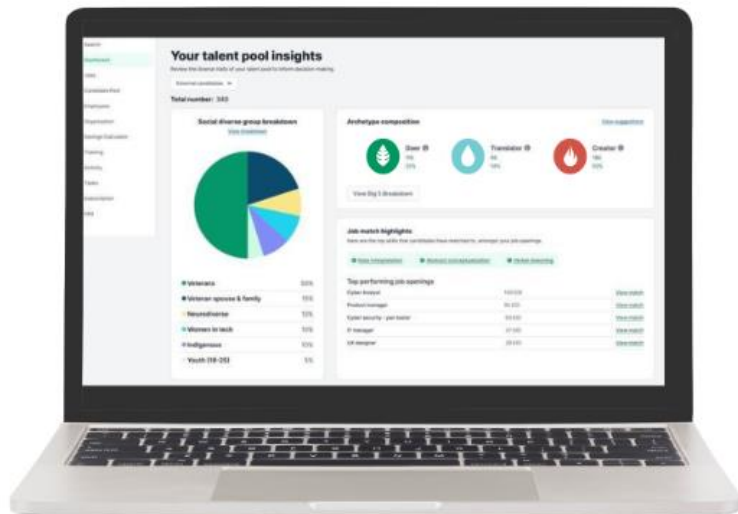
Workforce Assessment Pilot

- To help you uncover the latent talent and hidden potential lying dormant in your workforce, we are offering you a trial of our workforce assessment tool – which gives the ability to assess 25 staff.
- Employees will receive detailed personal reports of their results across our scientifically-tested AI model, VARK, DISC and Big 5.
- You and your management team will receive a comprehensive **Insights Brief** that provides a clear picture of your workforce against the skills required in your organisation.
- You'll be empowered with insights on workforce optimisation and mobility opportunities – and be positioned to create meaningful career pathways for employees.
- This pilot program is an ideal way to understand the measurable business benefits of our Grow Potential product offering.
- **Book your free discovery session now**

withyouwithme.com/free-pilot

Benefits of our free workforce assessment pilot

- Maximise the potential of your current workforce
- Pivot your current employees to high demand roles
- Increase retention
- Deliver greater social value
- Improve the efficiency and effectiveness of your HR division



Organisational-wide value

Our Insights Brief will equip you with the information you need to future-proof your workforce, stop the churn of talent, support individual professional development opportunities and deliver balanced and high performing teams.

Executives

Identify the true capabilities existing in your workforce. Understand which teams are productive and which are not performing against expectation.

Employees

See a potential career path based off your unique skills and traits. Stay with your organisation but grow your engagement through increased opportunity.

HR Manager

Inject aptitude assessment and matching into your skills framework. Improve employee engagement and reduce churn. Cut the time taken to fill high-demand roles.

Tech Manager

Find people within your existing workforce who can upskill for high-demand tech roles. Retain valuable institutional knowledge and diversity your tech workforce.

Our approach provides unique insights across key areas:



TEST TYPE	DESCRIPTION	INSIGHT REPORT FEATURES
Aptitude	The WYWM aptitude test measures cognitive aptitude and assesses problem-solving skills as well as the ability to learn and apply new skills. WYWM uses a proprietary Computerised Adaptive Test (CAT), which was developed in consultation with the University of Sydney. The test is computer-based and adapts to the examinee's cognitive ability as they progress. Every testing experience is unique, and each test is tailored to the individual ensuring a positive experience despite cognitive ability.	<p>We can provide the following insights:</p> <ul style="list-style-type: none"> • Aptitude for role • Team Matching by aptitude to type technical problem • Future role performance by aptitude • Future roles in workforce plan • Best role fit in agile
WYWM Big 5	WYWM uses the Big 5 (Five Factor Model) behavioural testing model to understand a candidate's culture fit. The Big 5 assessment measures five key traits, each comprising six facets, which allows HR Managers and hiring managers to, at a snapshot, understand a candidate's behaviours and likelihood of culturally assimilating into a role and a particular team.	<p>We can provide the following insights;</p> <ul style="list-style-type: none"> • Team productivity and unproductive staff • Team role alignment • Team archetype by project stage
WYWM DISC	At WYWM, we have concluded that the best model that exists to help identify leadership potential amongst employees is the disc model. The extended DISC profile system is a model that has been developed to measure a person's favoured behavioural style within the workplace and is based on the world-renowned disc model. It is called the extended DISC because it took the original DISC model, which is a self-assessment that measures how an individual prefers to interact with others and extended it to have a tangible practical application to the workforce.	<p>We can provide the following insights;</p> <ul style="list-style-type: none"> • Leader alignment to team • Scrum master match and alignment • Product owner match and alignment • Future leadership potential
WYWM Learning Styles	WYWM test all candidates and internal staff for their learning styles to ensure that employees are appropriately engaged during their onboarding and within their new role by training them in the most effective delivery style that corresponds to their learning style. This decreases onboarding time by increasing the speed in which new skills are learned. Corporate knowledge is increased and better retained, again because information has been delivered in a tailored way that ensures information is being received and stored at a higher capacity.	<p>We can provide the following insights;</p> <ul style="list-style-type: none"> • Team leader and team member communication match • Onboarding frictions and insights • LND Enhancements

Insight Brief

Testing your staff provides valuable workforce insights and helps inform successful business transformation

Testing area

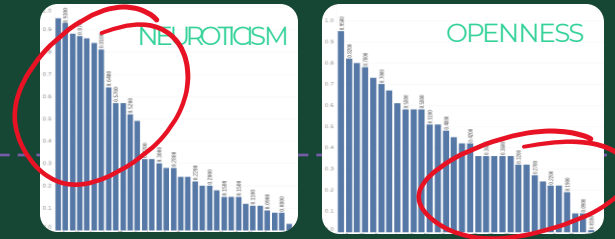
Psychometric Team Fit

Personal benefit



Insight into your own preferences, traits and approach to work

Example Lloyds data

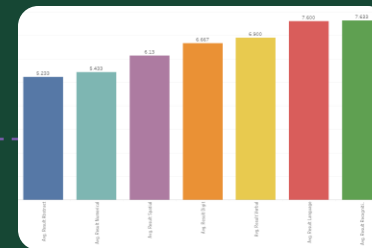


Understand the mental make-up of the business and how it can affect business performance

Aptitude Skills Mapping



Identifies the future roles for which you can most easily learn the skills

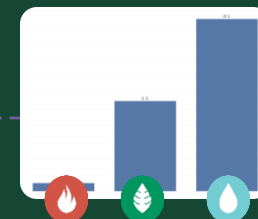


Identifies which current staff would excel in your high-demand roles

Archetype Team Construct



Understand your natural preferred position in a team and what environment you need to thrive



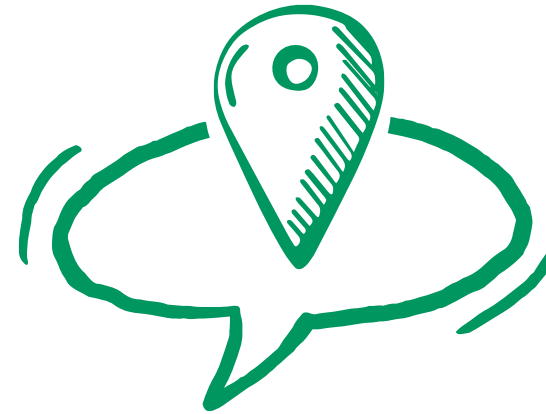
Identify your mix of archetypes across the business and by business unit

Business insight

These datapoints show a team with high neuroticism and low openness, meaning they are not yet ready for change. **This defines the starting point for any transformation project.**

Identify people within your organisation who are highly suitable to train for your problematic vacancies. **This shapes a data-driven upskilling program.**

The mix of archetypes should match the program stage. For example, a business in a change and design stage needs more creative people. **This shapes the people needed for the project team**



Where to from here?

- **Book a Discovery Session**
- **Assess 25 of your staff with our workforce assessment pilot**
- **Book an Insights Brief**

Let's do this!