



## The Evision *Evolve* Development & Assessment Tool

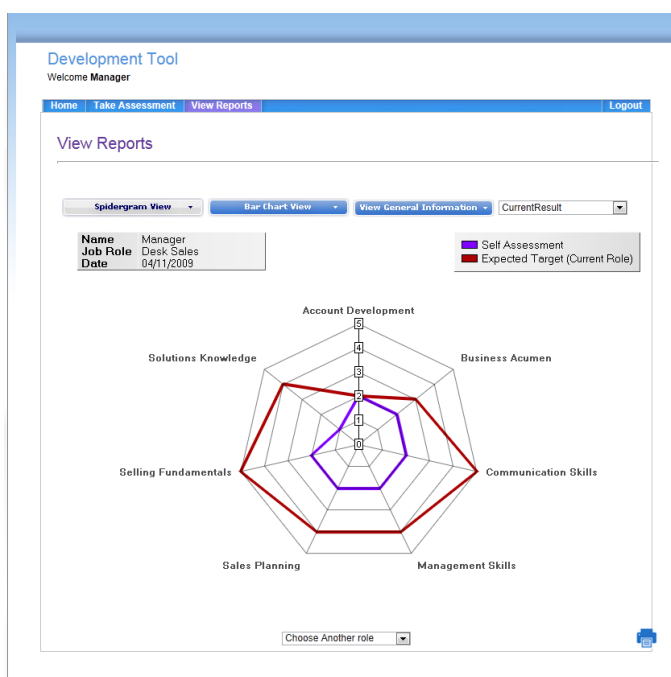
Evision provides an online browser-based system, *Evolve*, which allows organisations to capture the various capability levels of individuals and teams, and display these in a graphical format. The tool is provided with no licence constraints and is scalable to support the SME or the larger business.

The *Evolve* tool and system is based on mapping a user's 'score' or competency against a defined range of capabilities.

*Evolve* provides a reusable and licence free platform to access an individual's competency against a set of defined capabilities. *Evolve* supports multiple competency models, so differing roles within an organisation or team can be assessed on the same platform.

For example, *Evolve* can be used by the same organisation to map the required competency for roles such as Alliance Manager, Service Delivery Director and Enterprise Sales Executive. Each of these roles will have a predefined set of capabilities along with an expected level of competency.

*Evolve* is designed to be used rapidly, with a typical assessment taking 20 minutes. *Evolve* provides historical reporting, so changes to a user's capabilities can be measured over time along with the ability to view the competency of a single individual, team of individuals of an entire department and represented in a simple spider diagram visual.



*Evolve* can be utilised in several ways:

**Personnel Development:** an individual can compare their own business capabilities against those required for their role or other roles. This allows the person to identify improvement areas to achieve their goals. This will assist the person to ensure that they have the necessary capabilities to perform their current role or as part of a longer term Personnel Development Plan.

**Team Management:** The manager is able to review the above information on an individual or team level. This provides the manager with the required information to plan what, if any, further developments of their team's capabilities are required.

**Business Change:** As organisations look to transform their business model to address the changing marketplace *Evolve* provides valuable insight into where the capabilities of the business are today and highlights the areas of strength or weakness that need to be addressed. This assists in the focusing of valuable resources during the business transformation process.

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