



Introduction to Top Talent Solutions

Company Profile



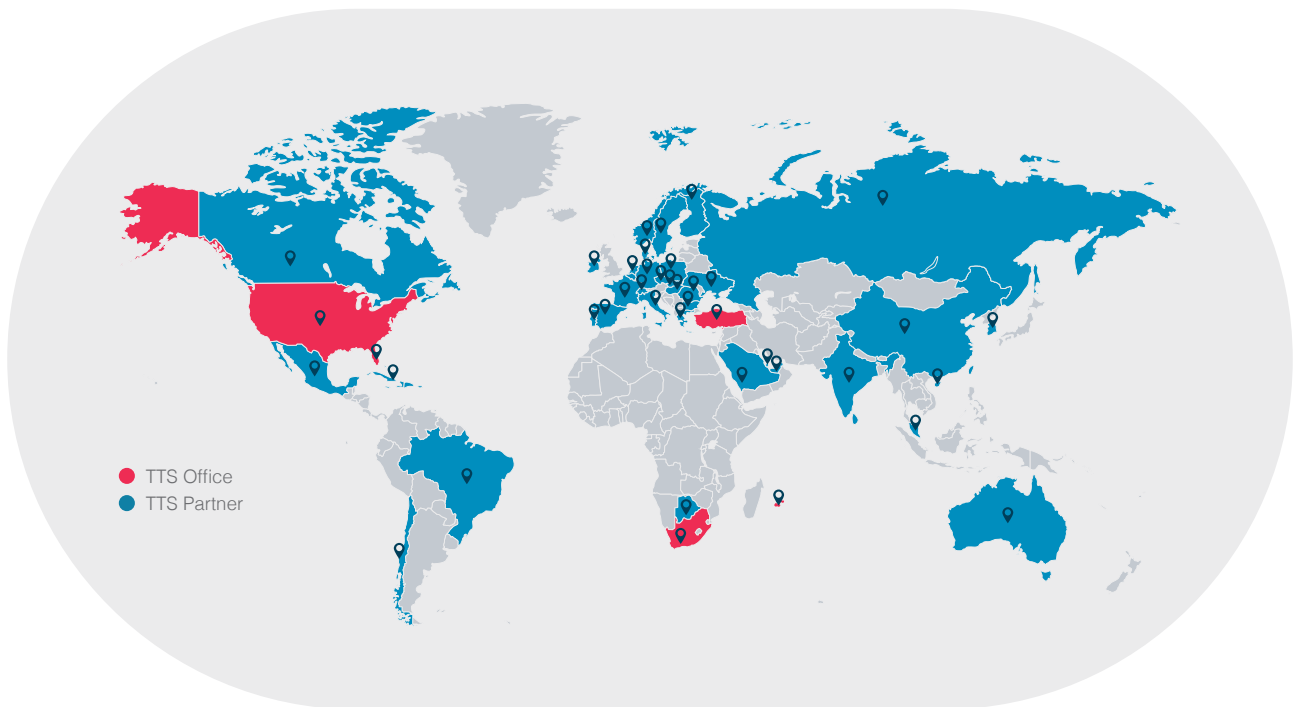
About us

01

TTS is a leading consulting company that applies and integrates scientific expertise, best-of-breed assessment products, and innovative technology in helping our international client base to make better talent decisions.

We operate in a variety of global markets and serve clients from a diverse array of industries ranging across aviation, mining, financial services, and many more.

Our solutions are as unique as our client organizations and are known for being contextual, flexible and integrated.



Head Quartered in the USA and South Africa, we have significant international experience in the design, implementation and delivery of assessment services.



Our solutions are underpinned by three foundations:

Expert Services

Our consultants are experienced behavioral scientists and Industrial-Organizational psychologists. We help our clients determine what good looks like and then help them assess for the talent that will enable them to succeed.

Best-of-Breed Products

Not all assessment products are created equal. We offer internationally-recognized, award-winning assessment solutions that are scientifically rigorous, relevant, and future-proof.

Talent Assessment Technologies

Our technologies help our clients define their own competencies, administer and manage their own psychometric assessment processes, and produce integrated, easy-to-interpret reports.



Our approach

02

We help our clients make better talent decisions by:

- 1 Getting close to the job**

A deep and thorough understanding of what good looks like in specific roles and job profiles is central to our approach.
- 2 Using the best products**

Scientifically-credible, best-of-breed assessment products help our clients assess accurately for the best talent.
- 3 Employing objective criteria**

By using algorithms that match candidate results to our clients' specific requirements better talent decisions are made.
- 4 Customization**

We customize our solutions to our clients' organizational culture and brand promise while delivering expert advice and guidance.

TTS provides assessment services to clients using one or a combination of three delivery options.

Depending on our client needs and assessment strategy, these channels provide a flexible and scalable combination of services based on the same delivery platform, supported by expert consultants and user training.

1 tts-assess Online Assessment Service	2 Outsourced Assessment Service	3 Consulting Projects
<ul style="list-style-type: none">• Self-sufficient use of tts-assess• Product accreditation training required• System administrator training provided with further TTS support	<ul style="list-style-type: none">• TTS manages the on-going setup, monitoring and delivery of all aspects of the client's assessment service• Training required for HR business partners in the use of reports	<ul style="list-style-type: none">• TTS designs and delivers an end-to-end assessment service for talent management projects• No further training required

1

You cannot measure what you cannot **define**.

2

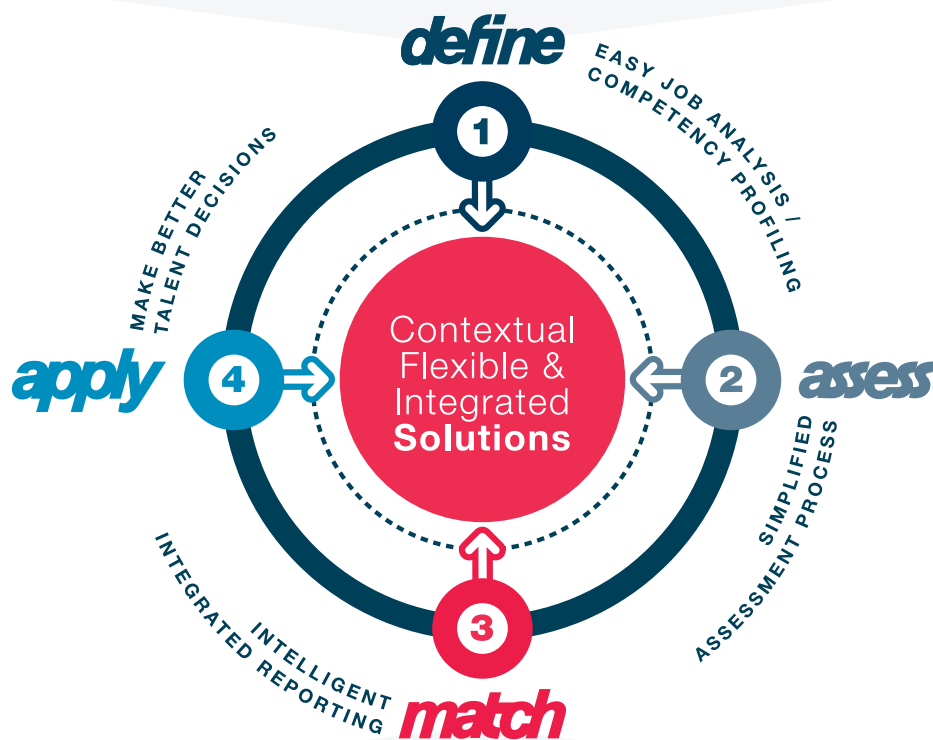
Specificity and integration in **measurement** matters.

3

Actuarial interpretation and **report** format significantly impact decision quality.

4

Contextually-sensitive **applications** of assessment results.



Screen, Select and Promote Talent

- High-volume & Graduate Recruitment
- Individual Contributor & Leader Selection
- Internal Promotion

Identify and Develop Talent

- Personal Development
- HIPO Identification
- Leader Development & Succession Planning

Audit Talent Capability

- Digital Readiness
- Restructure
- Organisational Capability Audits

Clients & Experience

03

TTS serves a wide array of industries on a global scale. Here is what some of clients have said about our services:

TTS-Top Talent Solutions has consistently demonstrated exceptionally high levels of professionalism. They can always be relied on for the best possible guidance and advice on assessment related matters and their work is of an extremely high standard.

– A client in the telecommunications industry

TTS-Top Talent Solutions' professional assistance was excellent during the screening process for graduates for our Graduate Programme. TTS always provides us with practical solutions to challenges in talent management.

– A client in the financial services industry

I've been doing business with Prof. Hennie Kriek and Fred Guest for the past 17 years and found them to be experts and leaders in their field with 'old time' integrity and values. A privilege to work with.

– A client in the logistics industry

I would like to commend TTS-Top Talent Solutions on their commitment and support to ensure that the solutions they offer address our unique needs. TTS delivers consistently high quality products and services in a professional manner.

– A client in the aviation industry

Quite simply, TTS-Top Talent Solutions are our go-to guys for any and all of our assessment needs. A highly professional and competent team who is able to understand and deliver on your personal needs

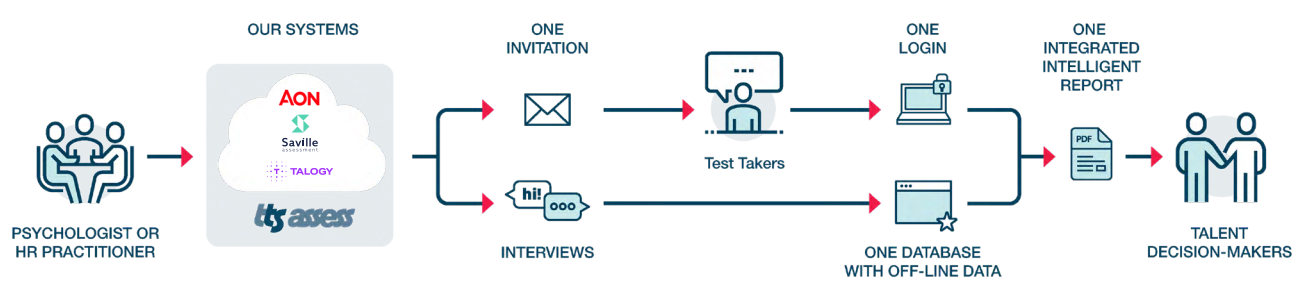
– A client in the recruitment and executive search industry

Our team of experts are always standing by to deliver contextual, flexible and integrated talent solutions for all of our clients' needs.

Our unique solutions

By using home-grown talent assessment technology, combined with best-of-breed assessment products and expertise, TTS can provide unique and strategically relevant solutions to our clients.

Streamlined and integrated assessment delivery using tts-assess.

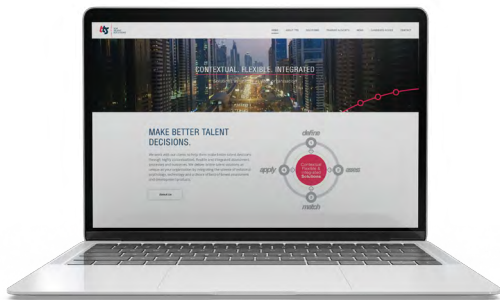


- ✓ Improved decision-making
- ✓ Complete management reporting
- ✓ Ease of use
- ✓ Consistent look and feel
- ✓ Improved candidate experience
- ✓ Consistent process
- ✓ Full access to your data
- ✓ Simplified vendor management

TTS partners with internationally-recognized, award-winning product providers in gamified, AI-mediated assessments, one-way virtual interviewing, and mobile talent assessments.



Contact us



If you would like to know more about TTS's work in this area, or if you are interested in some of our other products and innovations, please visit us at tts-talent.com.

Contact us at info@tts-talent.com.

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