

Hay Group Activate

Helping your people make your strategy happen

HayGroup®

[www.atrium.haygroup.com/activate](http://www atrium.haygroup.com/activate)



Why Hay Group Activate?

If you are looking to:

- help your managers become better leaders and bring out the best in their teams
- make it easy for managers to make decisions about their people in line with your people strategy
- make faster decisions when recruiting and resourcing
- help your employees behave in a way that supports your business strategy

then Hay Group Activate can help.

“To translate your strategy from a document pinned on the wall into something that is lived and acted on by your people, you need to activate them.”

Philip Spriet – Global managing director, Hay Group Productized Services

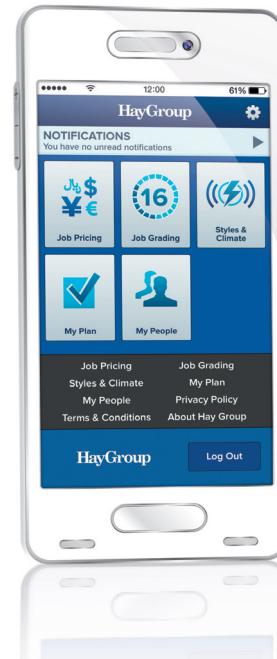
What is Hay Group Activate?

Hay Group Activate is a suite of business apps that help your managers make strategy happen.

Each app addresses a specific people management challenge. It's then packed with Hay Group insight, aligned to your company policies and put into your managers' hands.

You keep control of what information managers have access to and you can track how they are using it.

Activate helps managers make better decisions and improve the performance of themselves and their teams.



Simple and intuitive to use, all our apps are available on mobile, tablet and PC.



Activate business apps

The first three Activate apps.

Our first three apps are just the start of an expanding suite:

- **Styles and Climate** – a powerful leadership development tool;
- **Grade a job** – helps managers make decisions about how they define the roles in their team;
- **Price a job** – helps you make faster decisions about what to pay your people.

“Activate enables you to guide your managers’ behavior whenever and wherever they work.”

Styles and Climate

A coach in the pocket.

Activate Styles and Climate is a powerful leadership development tool, a coach in the pocket, designed to help your managers improve their leadership effectiveness over time.

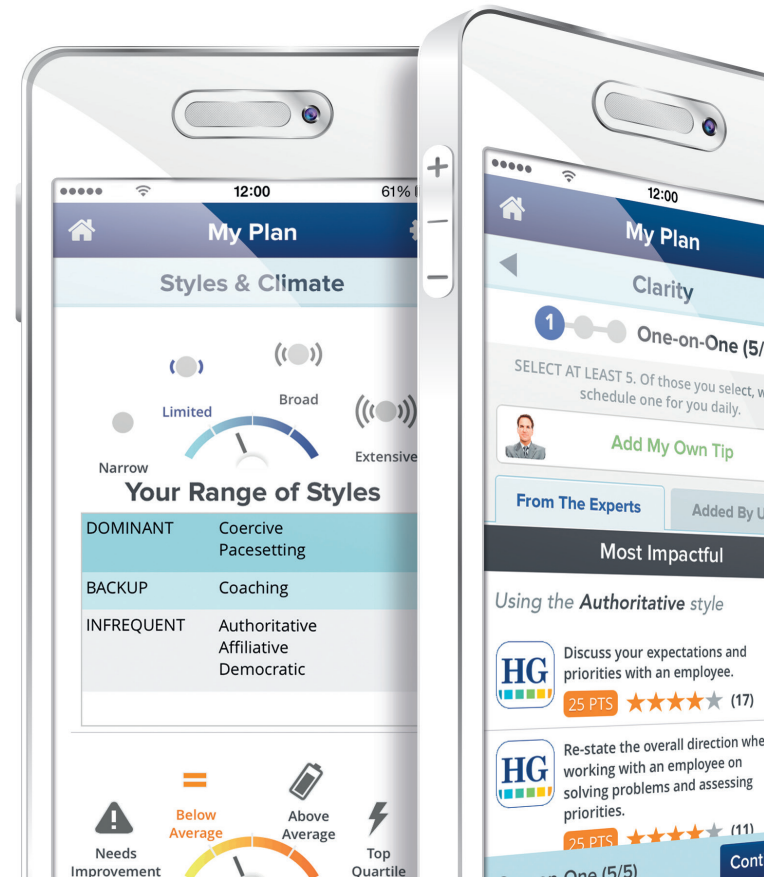
The app helps managers create their own personal, scheduled development plan, consisting of impactful, but doable, daily activities.

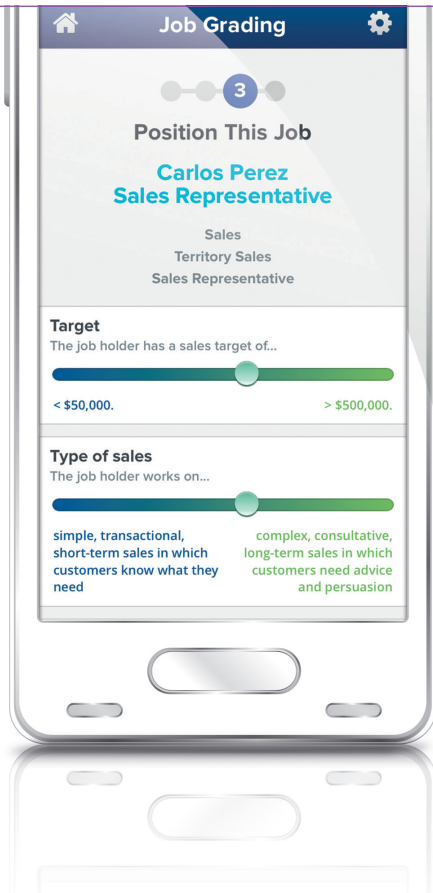
Gamification techniques keep managers glued to their personal development plan, encouraging them to complete tasks and stay with the program.

Key benefits

- Managers create their own **personal development plan**.
- Gamification** elements create 'stickiness' and help managers stay on course.
- Behavior change** is supported by making leadership a daily habit.
- HR can **monitor and assess** managers' progress.
- Styles and Climate is designed to deliver **long-term results**.

Gamification techniques activate managers to improve leadership skills.





Grade a job

Thinks like a manager, aligns with HR policy.

Recruiting a new team member, changing the scope of a job, planning a new team structure – these can all become time-consuming, drawn-out and frustrating tasks. But they don't have to be, thanks to Grade a job.

Our Grade a job app allows managers to quickly and easily view the level of a job compared to others in their team. Grading can start from a colleague with a similar job, or from scratch, in a simple step-by-step process.

The app is pre-loaded with your company's grading structure and your manager's team, so everything they see remains consistently in line with HR policy. And the ultimate decision still rests with HR.

Key benefits

- Grade a job **'thinks like a manager'** – in terms of people, not jobs.
- Managers can **run different scenarios** on how to organize their team quickly and easily.
- Managers can **react instantly to issues** within their team and make people decisions in the 'here and now'.
- **Pre-loaded with your grading structure** to support HR policy.
- Based on Hay Group's **leading job evaluation methodology**.

**No other company knows as much as we do about people and work.
Everything we do is tried-and-tested and business-relevant.**

Price a job

Make the best decisions – backed by industry leading pay data.

Price a job helps you make faster decisions about what to pay your people.

The app allows managers to find out how much they should pay for a particular job in a particular location. It draws on data from our industry leading pay and benefits database and is aligned to your company's own pay policy. You remain in control of the type of data managers can view and access.

Key benefits

- Managers can make **fully informed decisions** about where people and jobs are best placed.
- They can **react instantly to changes** within their team.
- **Pre-loaded with your grading structure** to support HR policy.
- Ensures **consistent application of pay policy** across your organization.
- **HR remain in control** of the type of data visible to managers.
- Backed by **Hay Group's industry leading pay and benefits database**.



Backed by science and strong data and aligned to your organization's policies, Activate helps your managers make the right decisions.

Hay Group Activate

Put all the power of Hay Group – fully aligned with your company policy – directly into the hands of the people who drive your business performance.

Your managers.

Contact us at: office.romania@haygroup.com



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