

One size
DOESN'T fit all.



TAILORED ASSESSMENT • PERSONALIZED DEVELOPMENT • MEASURABLE RESULTS



RESEARCH **STUDY**

The Vaya Group recently commissioned B2B International, the largest B2B Market Research Firm, to do an in-depth survey of the current and future state of Talent Management. The study include two parts:

1. In-depth telephone interviews with 21 of Vaya current and former customers
2. Online survey completed by 320 talent management decision makers in various industries

The following slides include highlights from that study.

CLIENT FEEDBACK



High Integrity/
Honest and
Trustworthy



Partner/
Collaborative
Relationship



Innovative/
Adaptable



Domain and
Industry Experts



Strategic
Thought
Partners



Productive/
Deliver High
Quality Work

And the Survey Said...Customer Feedback about Vaya Group

ABOUT VAYA



PEOPLE

- Upstanding, intelligent and strategic partners
- Helped co-create frameworks, programs, and guidelines together
- Know the account managers/consultants personally, and appreciate their values
- Quickly understood culture and strategy



EXPERTISE

- Stood out as professionals and domain experts in their respective area
- Showcased relevant industry expertise for driving results; not just academic knowledge
- Had access to partners to help with global assessments



CUSTOMIZABLE

- Demonstrated a holistic approach that is consistent across the organization
- No 'off-the-shelf' tools or solutions
- Everything was built from the ground up to specifically address company's unique needs

Vaya customer feedback in 2016 market research study conducted by:

B2B
International

METRICS THAT MATTER

HOW CLIENTS DESCRIBE VAYA'S IMPACT

- Established a clear succession plan for the most senior executive roles
- Increase in promotions and movement into critical executive roles
- Navigated the delicate process of first-time "Top of the House' assessment."
- Increase in retention and engagement levels
- **80%** of high-potential participants showed "significant" or "very significant" improvement in their target areas
- **80%** of managing partners are at or above their performance targets
- **53%** of employees who have gone through Vaya have been promoted or are in new or expanded roles within the last two years
- Bolstered bench with high caliber external hires