

# *Drake Synergizer*

Measuring Your Way to Profit Improvement

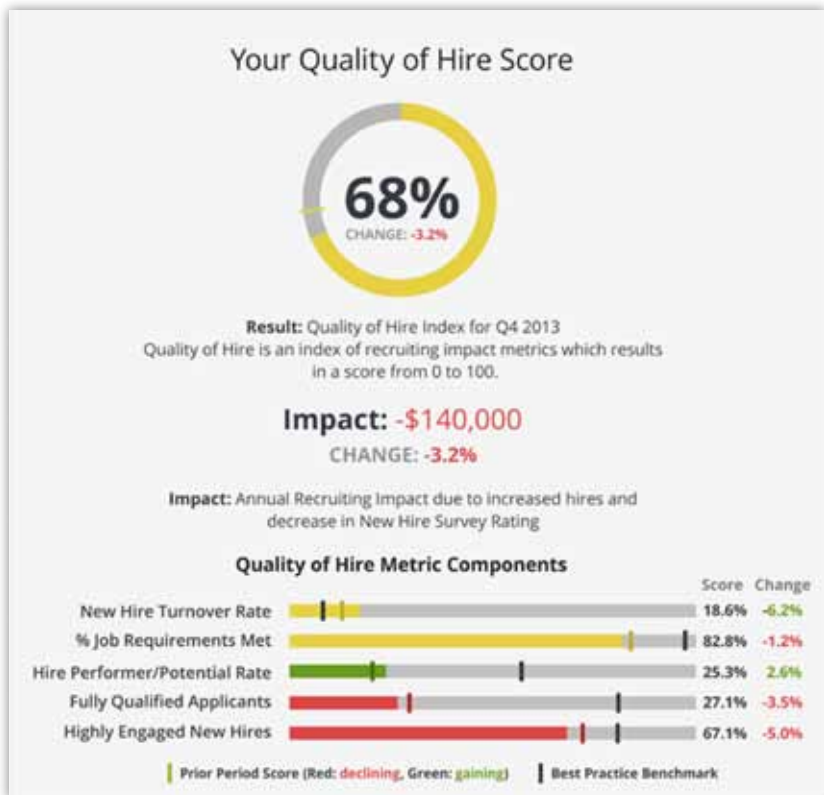
**DRAKE**  
SYNERGIZER

## Quantify | Integrate | Predict

How does an organisation measure the value of their talent and efforts to manage that talent? How is productivity quantified? And on which workforce functions should we focus?

The only way to truly value talent is to make connections between human capital metrics, business, and financial data.

Drake Synergizer makes those connections, and provides tools to analyse and predict the most critical workforce factors. This ensures your KPIs are aligned to the business strategy in order to measure what matters most to you and your organisation.



## Why Drake Synergizer?

Drake Synergizer Workforce Analytics provides your senior management team with real-time scenario modelling, generating powerful insights into your organisation's human capital investment.

Our highly visual, cloud-based Software as a Service (SaaS) solution consists of interactive dashboards customised to your organisation with your unique data sources, business metrics, finance KPIs, and goals.

Using the Drake Synergizer 25 key human capital question guide, we can tailor the Workforce Analytics platform to your specific needs.

Drake Synergizer provides:

- Integrated financial, business, customer and human capital data
- Predictive workforce analytics and scenario planning
- Workforce data standards and advanced metrics
- A fully customisable and scalable solution to fit any business

## Features of Drake Synergizer Workforce Analytics Software

Tools Available in Software	Drake Synergizer HR Analytics	Boutique HR Service Providers	ERP Service Providers	Professional Service Providers
Predictive Analysis	✓			
Human Capital Financial Statements	✓			
Workforce Planning	✓	✓	<i>Not confirmed</i>	
Advanced Data Visualisation	✓	✓	✓	✓
Dashboard / Trend Analysis	✓	✓	✓	✓
Human Capital Metrics Library	✓			
Cost / Pricing	\$	\$\$	\$\$\$	\$\$\$

## What Makes Drake Synergizer Unique?

Our Workforce Analytics dashboard is the only platform to provide all these benefits:

### Predictive Analysis:

Connect the critical data points throughout your company — finance, business intelligence, human resources, and more in a user-friendly way that everyone can understand.

### Human Capital Financial Statements:

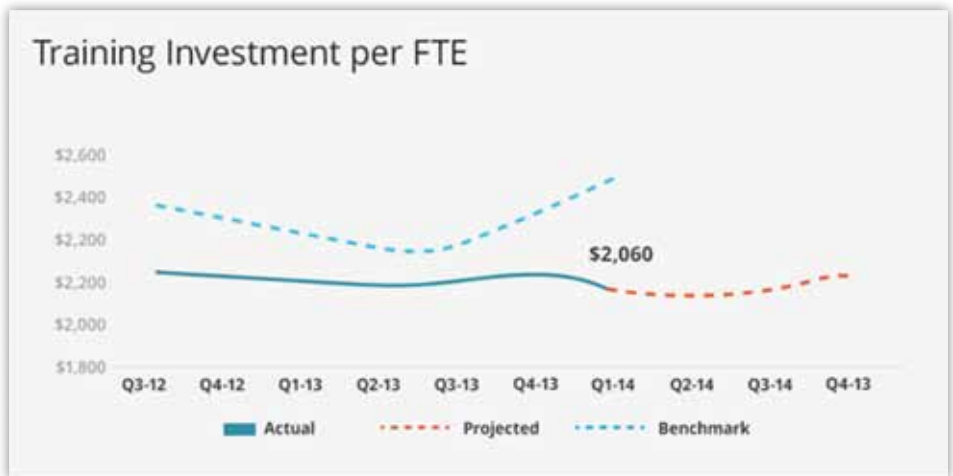
Measure your human capital ROI by integrating financials with key talent management metrics to quantify the bottom-line impact of recruiting, training, productivity, turnover, trend shifts, and more.

### 'What If' Scenarios:

Leverage the dashboard to perform predictive and cost-based analytics, including workforce planning, forecasting, and modelling.

### Affordable Solution for Small to Large Workforces:

This cost-effective solution can be customised to match your business needs whether you're a small, medium, or large business, at a price-point you can afford.



## Your Training Effectiveness Score



**Result:** Training Effectiveness Index for Q4 2013

**Impact:** \$1,900,000  
CHANGE: 15.5%

**Impact:** Annual Training Impact due to improved performance and productivity from 2012 to 2013

### Training Effectiveness Index Metric Components

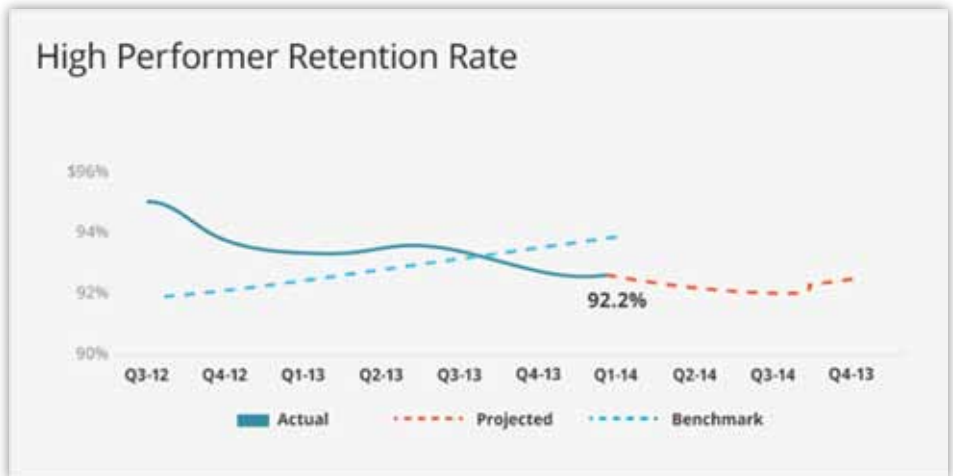
	Score	Change	Benchmark
High Performer Retention Rate	92.2%	1.3%	93.5%
Training Performance Differential	\$4,930	2.12%	\$3,900
Training Investment per FTE	\$2,060	0.64%	\$2,480
Satisfaction with Training	76.8%	3.32%	74.5

## Satisfaction with Training



## Benefits of Drake Synergizer to Your Business

- Effectively calculate the ROI on your human capital investments
- Create easy-to-understand visuals of your data to better educate your internal stakeholders
- Align your workforce strategy to your business strategy to increase your ROI
- Understand the links between employee engagement, customer satisfaction, revenue, and profits to better influence business outcomes
- Implement a customisable solution to fit your growth projections and new initiatives
- The dashboarding solutions can be implemented in 90 days, allowing you to quickly start leveraging data and accelerate your decision-making process
- Cloud-based SaaS technology
- A scalable solution at a price that fits your budget
- Capture and understand key talent management metrics that affect your bottom-line
- Compare, predict, and forecast data across your organisation



## Measure Your Way to Profit Improvement

Combine Drake Synergizer Workforce Analytics with our other Talent Management Solutions to improve the productivity, performance and profitability of your business.

Our solutions include:

- Drake P3 Behavioural Assessments
- Drake P3 Top Performer Profile
- Drake P3 Manager-to-Subordinate Profile
- Team Building Technology
- Drake Productivity Improvement + Onboarding Program
- Learning Management System
- Drake Safety Services
- Drake WorkWise EAP Services
- Outplacement Services
- Exit Interviews
- Climate Surveys
- DrakeWize Skill Testing
- Drake Evolve Performance Appraisals
- Drake Business Logistics (Back Office Outsourcing)
- Succession Planning Technology
- HR Audits
- Drake Seminars
- Drake Training Courses
- Drake X2 – Customised Business Solution Software

Drake Synergizer is powered by



Contact us to find out more about Drake Synergizer.

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