

# TALENT CALIBRATION & SEGMENTATION FRAMEWORK

**THRIVE**  
LET TALENT THRIVE

Thrive by iTMA is the most robust Talent Calibration & Segmentation Framework that generates the deepest, most objective insight into human potential, enabling you to make the best human capital decisions each time, every time!

▶ **DISCRIPTORS • GRID • ANALYTICS**

**Enabling Intelligent Talent Decisions...**



Calibrate and Analyse Talent



Visualise & Report on Talent



Make Great Talent Decisions

[info@itma-global.com](mailto:info@itma-global.com)



**iTMA**  
INTERNATIONAL TALENT MANAGEMENT ACADEMY

*Supporting our people to Thrive...*

*Through Effective*  
TALENT CALIBRATION

THRIVE

*To Thrive means to Grow or Develop vigorously and continuously, to Flourish (significantly Succeed), and achieve one's Full Potential (Prime) in their chosen career and in life.*

► Our Organisations Thrive only when our People Thrive!



Eliminating gut  
from strategic  
people decisions...

**THRIVE**

The whole point in managing talent is to support your employees to thrive and reach their personal best. With Thrive by iTMA, the most robust Talent Calibration and Segmentation Framework, you have the deepest, most objective insight into human potential, enabling you to make the best human capital decisions every time!

### The Best Calibration Framework

You are not yet managing talent until you can calibrate it. That is why we developed Thrive, a global, talent-centric and leading-edge Talent Calibration and Segmentation Framework. Thrive enables organisations to accurately and objectively assess human potential in the workplace, and make pinpoint talent deployment, mobility and succession decisions using the strongest indicators and drivers of human potential and performance.

### Why Calibrate With Thrive?



Thrive does not use negative labels on employees during segmentation as is the case with 9-Box Grids.



You can define a clear intervention pathway for every employee based on their unique Thrive Profile.



Thrive is a turnkey framework that comes with advanced calibration, analytics & visualisation capabilities.



# THRIVE

# ARCHITECTURE



## FRAMEWORK

iTMA's Thrive Framework assesses employees against Six (6) Indicators i.e. Talent Dimensions, that intelligently combine potential, competency and application factors deemed catalytic to human performance and mobility in the workplace. These 6-factor dimensions interplay into various talent permutations to allocate employees into non-static Talent Segments that accelerate talent engagement, talent deployment and talent mobility.

## VALUE-ADDED

The Thrive Framework and Solution comes complete with (i) full descriptions of both Talent Dimensions & Segment Profiles, (ii) Software Application that enables web-based Calibrations & Reporting, and (iii) Licensing of Thrive Certified Professionals. During client setup and activation, we also provide our clients with a full-stack parameterization and talent analytics framework, to enable seamless online Talent Analytics and Reporting.

[www.itma-global.com](http://www.itma-global.com)

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INTERNATIONAL TALENT MANAGEMENT ACADEMY



THRIVE

SEAMLESS • ONLINE • SECURE



## Cloud-Enabled Online Talent Calibration

For absolute & seamless client convenience and experience, the Thrive Talent Calibration and Segmentation Framework comes as a full-stack cloud-enabled application where clients can have 100% of talent assessments, analytics and reporting all done online, via a single, secure and affordable Thrive client account. Now that is truly a Turnkey Solution.



# THRIVE



## TRAINING

AND PROFESSIONAL LICENSING

### TRAINING OUTLINE

When a client organisation elects to implement Thrive, it becomes imperative to identify and second selected HR Practitioners for the Thrive Framework and System training and licensing. This 3-Module hands-on training is delivered over 4 days, and focuses on equipping Thrive Licensees with a conceptual and practical grasp of Talent Calibration, Talent Analytics and Intervention Mapping. The 3 Modules covered are as follows;



### MODULE COVERAGE

Module 1. Talent Management Core Concepts

Module 2. Introduction to Talent Calibration Process

Module 3. Thrive Application - Analytics & Reporting





THRIVE



## OUR CONTACT

### AFRICA & MIDDLE EAST

No. 1 Hartshorne Street

Rynfield, Benoni

Johannesburg, 1501, South Africa

M: +27 71 903 6931

Email: [info@itma-global.com](mailto:info@itma-global.com)

[www.itma-global.com](http://www.itma-global.com)

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