

ENTERPRISE PATHWAY

How HR and talent leaders deploy at scale.

Cohort assessment, capability heat maps,
longitudinal tracking, and development across a
leadership population.

VERSION Version 6 · Enterprise Platform Walkthrough
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How HR and talent

01 · ONBOARDING

Population, not individual.

Enterprise engagements begin with a cohort: a defined leadership population, a clear assessment window, and an agreed view on what the data will be used for. The platform is configured before any assessment runs.

02 · CAPABILITY VIEW

Heat maps at the dimension level.

- Cohort heat map across the six dimensions.
- Team-level cuts (function, geography, succession bench).
- Threshold flags against role context.
- Individual access governed by enterprise permissions.

03 · LONGITUDINAL

Capability over time.

Cohorts re-assess on a defined cadence. Movement at the dimension level is tracked and reported. Development Evidence from coaching engagement feeds the longitudinal view.

How HR and talent

04 · GOVERNANCE

What leaders receive.

- Cohort dashboard with capability and movement views.
- Confidential individual Signatures (gated by permission).
- Quarterly review pack for the leadership team.
- Methodology documentation for internal governance.

05 · POSTURE

What we will not do.

No personality inference. No performance prediction. No use of assessment output for promotion or termination decisions without the individual's informed consent.

POSTURE

Evidence supports HR judgement; it does not replace consent, conversation, or due process.