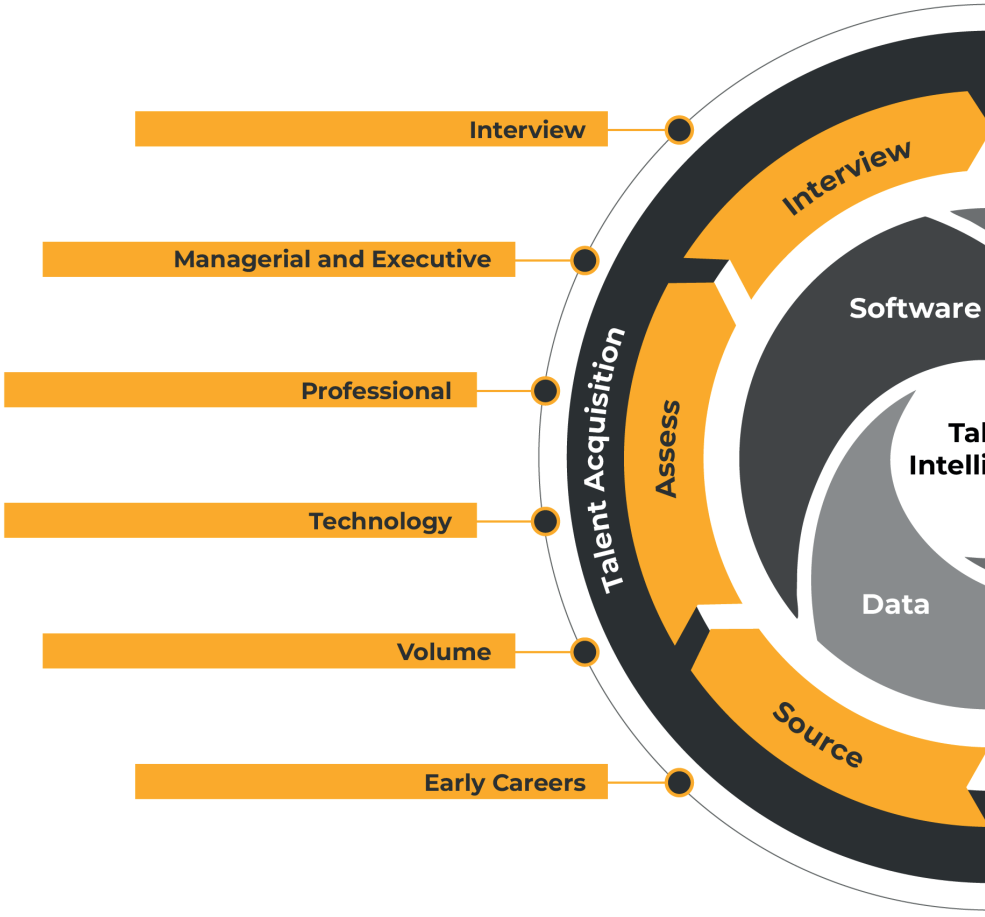


Supporting Strategic People Decisions with SHL Solutions

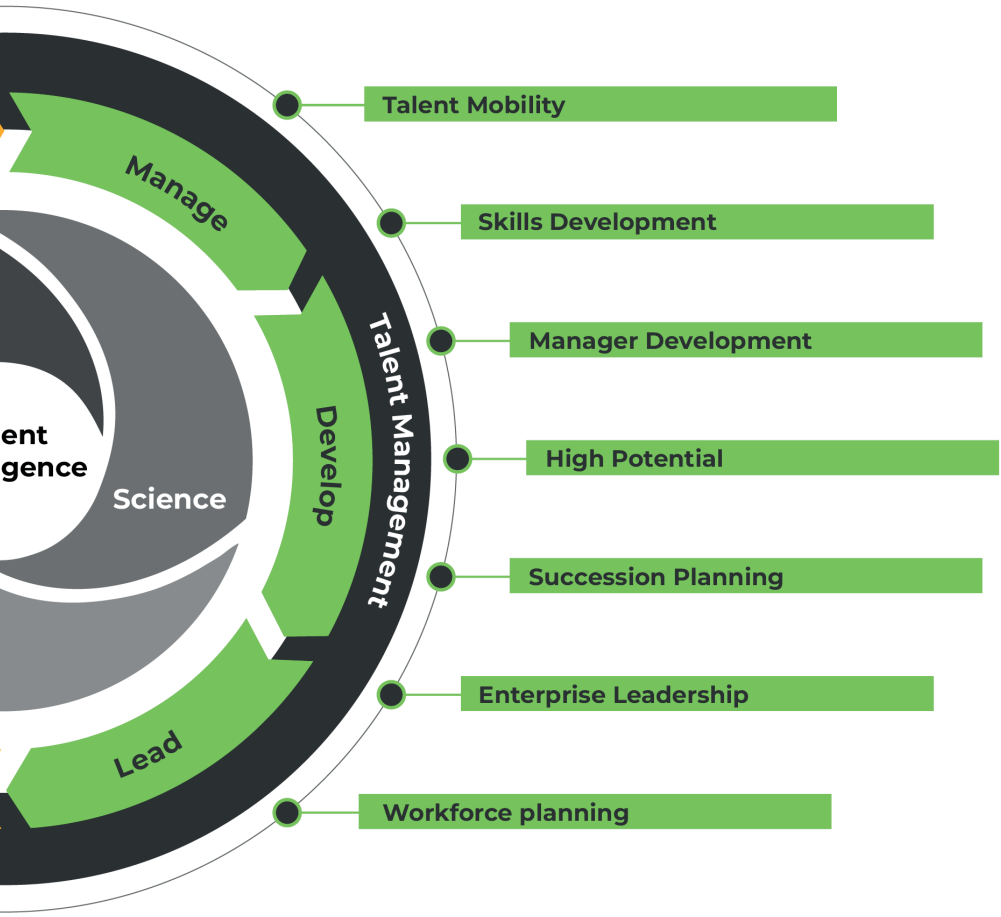
SHL.

Interconnected solution set addressing needs across the full talent lifecycle

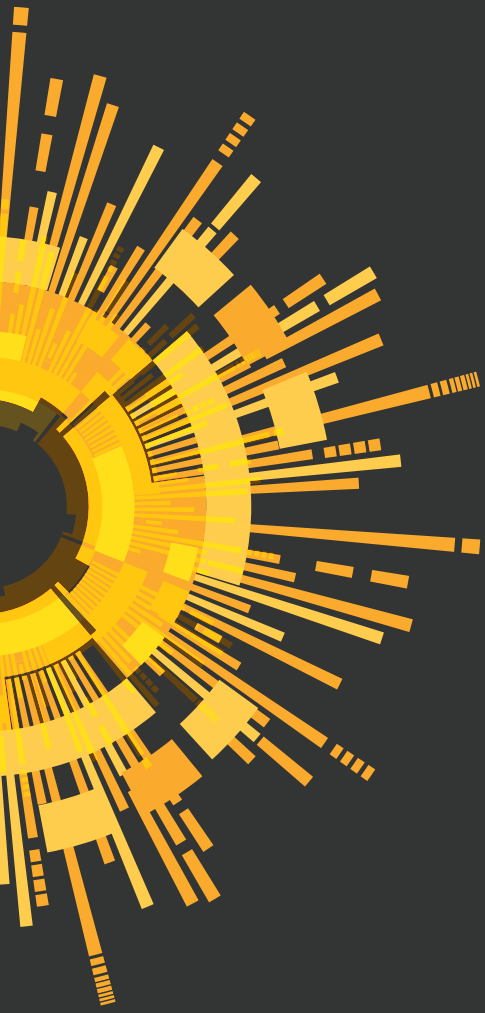
From hiring and development, to talent mobility and workforce planning, SHL's assessment solutions and objective workforce insights take the guesswork out of people decisions.



With 45+ years of innovation and results, SHL's unique blend of science and data, combined with predictive analytics and AI, help HR teams to transform their talent strategy, uncover hidden skills and potential in people, and redefine career opportunities.



To optimize performance and decision making at every stage of the talent lifecycle, **visit shl.com.**



Talent Acquisition

Get the skills intelligence you need for a robust talent acquisition strategy

Talent Acquisition

Graduate Hiring solution

Challenge

A limited view

Traditional graduate hiring still relies heavily on CVs and academic records, which only tell part of the story. This approach can overlook capable, diverse candidates. High application volumes can be difficult to consider and could slow down hiring processes while creating a poor experience at a critical decision-making moment.

Solution

More data, more insights

SHL's Graduate Hiring solution combines science, technology and data-driven insight to help you hire smarter. Our assessments measure the skills that truly predict success, while predictive analytics and immersive video interviews deliver speed, fairness and consistency at scale. Seamless integration streamlines your process, and personalized candidate feedback enhances your employer brand.

Outcome

More informed hiring decisions

Organizations can confidently select graduates with the skills that will make an impact quickly, improving quality of hire, reducing early turnover and building a strong pipeline of future talent.

Hire graduates with skills for the future

shl.com/graduate



Talent Acquisition

Manager Hiring solution

Challenge

Difficulty identifying the best managerial talent

Today's managers face rising levels of burnout, lower engagement and constant change. The skills that once defined great managers are no longer enough, and many organizations lack objective ways to identify and support this critical group.

Solution

Science-backed manager hiring and onboarding

SHL's Manager Hiring solution helps you identify, select and onboard great managers with the skills and behaviors needed to hit the ground running. Our assessments measure critical managerial skills for today, highlighting reskilling potential for the future.

Outcome

Better managers, stronger teams

Organizations use data-driven insights to appoint managers who inspire and engage people, drive performance and create environments where both people and businesses thrive.

Identify confident, capable managers

shl.com/manager



Talent Acquisition

Volume Hiring solution

Challenge

Speed without sacrificing quality

High-volume recruitment often prioritizes speed at the expense of quality. This can lead to mis-hires, higher turnover and slower performance ramp-up. Modern organizations need a way to hire quickly and confidently while still ensuring candidates have the skills to succeed now.

Solution

Skills-based hiring at scale

SHL's Volume Hiring solution delivers fast, fair and data-driven selection for high-volume roles. Our assessments quickly identify the skills and behaviors that matter most for the roles you're looking to fill today—enabling you to expand your talent pools with people who can perform immediately and adapt as roles evolve.

Outcome

The right people, in the right roles, now

Organizations achieve faster, more accurate hiring decisions while building a workforce equipped to meet today's demands and tomorrow's challenges—reducing attrition and increasing performance.

Hire the right people, fast

shl.com/volume



Talent Acquisition

Smart Interview Professional

Challenge

Bias and inconsistency in interviews

Many organizations struggle with inconsistent interview experiences, irrelevant interview questions, ambiguous evaluation criteria and interview bias. This inconsistency erodes confidence in hiring decisions, which can lead to lost talent, poor hiring decisions and wasted time.

Solution

Structured interviews powered by science and analytics

Smart Interview Professional is a science-backed, end-to-end solution that ensures consistent, skills-based interviewing (regardless of the person conducting the interview). Using tools like the Interview Guide Builder, real-time question prompts, AI Notes aligned to the scoring guide, plus interviewer analytics, it transforms interviews—whether virtual or face-to-face—into reliable, measurable parts of your hiring process.

Outcome

Seamless structured interviews

Structured interviews are consistent, repeatable and scalable. When executed correctly they help reduce bias and improve comparability of candidates. Organizations gain real-time visibility into how interviews are conducted, interviewer behavior and process effectiveness, to help measure, refine and improve interview performance.

Make every interview count

shl.com/interviewing



Talent Acquisition

Professional Hiring solution

Challenge

Unlocking potential in professional talent

Professional roles are evolving fast, but traditional hiring relies heavily on CVs and past experience. This approach overlooks the skills, motivation and adaptability needed to thrive in the roles of today and tomorrow.

Solution

Evidence-based professional insights

SHL's Professional Hiring solution goes beyond the CV to assess real skills, motivation and growth potential. Our science-based assessments and structured interviews deliver a complete picture of each candidate's ability to perform now and reskill as roles evolve.

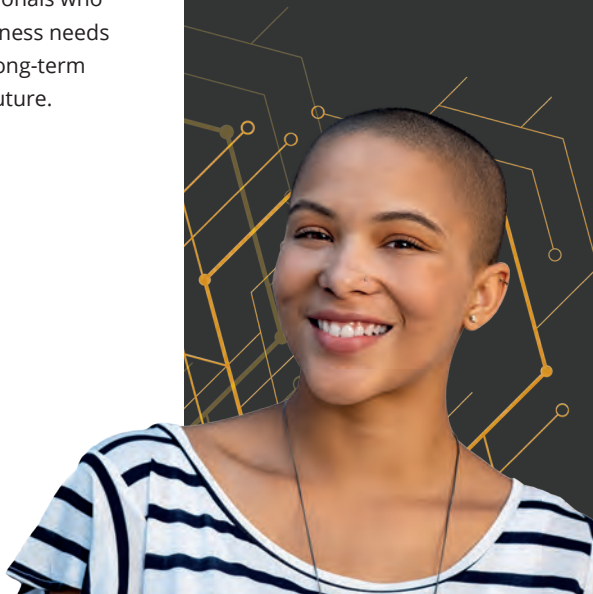
Outcome

A workforce ready for change

Organizations can confidently hire professionals who not only excel today but also adapt as business needs shift—reducing ramp-up time, improving long-term success and strengthening teams for the future.

Discover professionals ready for today and tomorrow

shl.com/professional



Talent Acquisition

Technology Hiring solution

Challenge

Traditional technology hiring methods fall short

Roles in tech demand technical expertise, as well as workplace skills like problem-solving and adaptability. However, traditional hiring methods rarely measure both, leaving organizations with insight gaps.

Solution

Tech-tailored approach

Streamline technology hiring by assessing both workplace skills and coding ability across 50+ programming languages and knowledge of 200+ technologies and frameworks. SHL's Technology Hiring solution gives you all the insights you need in one interface, allowing you to hire candidates quickly, fairly and confidently.

Outcome

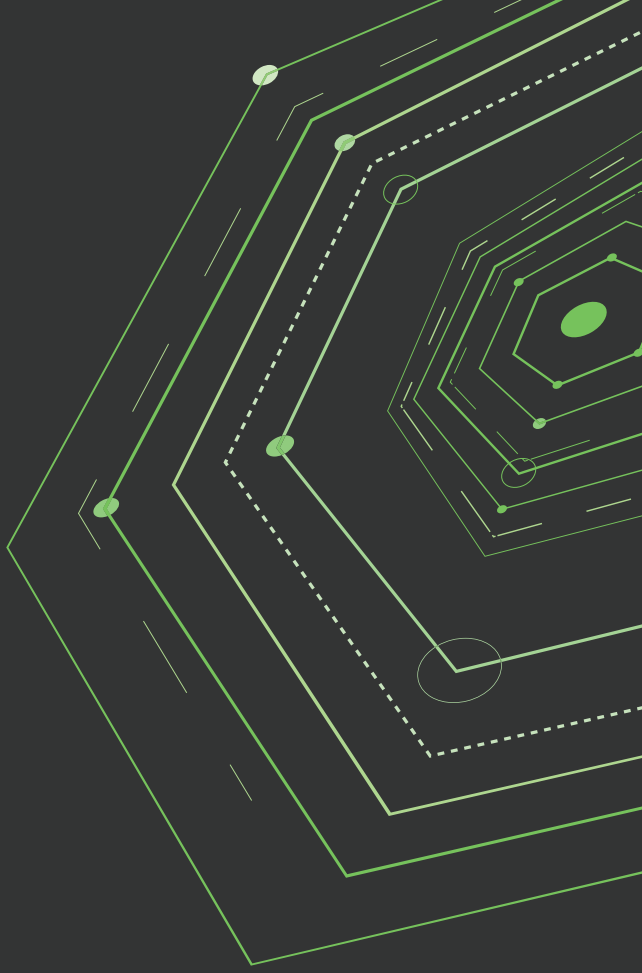
A holistic view of technical talent

Organizations gain a comprehensive view of both candidates' technical ability and relevant workplace skills, leading to faster hiring, reduced costs and an improved quality of hire.

Get ahead with skilled technical talent

shl.com/technology





Talent Management

Bring unrivaled objectivity and accuracy to every talent management decision.

World-leading people science and analytics at your fingertips, supported by a single source of multipurpose talent data.

Talent Management

Skills Development solution

Challenge

Limited visibility into employee skills

A lack of clarity around workforce skills makes it nearly impossible to understand existing skills within your business and prioritize upskilling and reskilling. Without a reliable view, development plans stay reactive and inconsistent across the business, offering less value than tailored, personalized development plans.

Solution

A data-driven skills inventory

SHL's Skills Development solution uncovers skills gaps and builds targeted development plans that advance both careers and business goals. Employees receive personalized feedback on strengths and areas to develop, while leaders gain an objective skills inventory to inform workforce planning and growth initiatives.

Outcome

Tangible impact from targeted development

Employees gain personalized feedback to help them drive career development. Organizations will be enabled to align workforce skills with strategic business needs and streamline upskilling decisions based on objective data.

Uncover skills gaps, unlock growth

shl.com/skills-development



Talent Management

Talent Mobility solution

Challenge

Critical skills hidden in plain sight

Organizations often don't know which employees could step into critical roles. Jobs stay open while employees feel overlooked or stuck. When people don't see a path forward, they take their skills elsewhere.

Solution

Objective data connects people to roles

SHL's Talent Mobility solution uses objective data to help you fill critical skills gaps efficiently with internal talent. The solution shows which employees fit target roles and creates clear career paths to enable them to perform the jobs of tomorrow. Leaders redeploy people with confidence, while employees receive feedback that shows how their skills align to a target role.

Outcome

Growth that benefits people and business

Employees see their strengths recognized in the context of real opportunities, building trust in their future with the company.

Connect people to opportunities and opportunities to people

shl.com/talent-mobility



Talent Management

Sales Transformation solution

Challenge

New pressures reshape sales success

Markets have shifted, technology has changed how buyers engage, and expectations are rising fast. Many organizations are questioning what drives success and how to ensure their talent is prepared and ready to meet the opportunities and challenges of an evolving landscape.

Solution

A data-driven sales skills inventory

SHL's Sales Transformation solution pinpoints the motivators and behaviors that make sellers successful. Predictive data shows what drives performance so that coaching can be targeted where it matters most. Each salesperson gets insight they can act on, and managers know how to guide performance.

Outcome

Predictable growth in changing markets

Sales teams focus on the right behaviors and motivators, delivering stronger results. Organizations build high-performing teams that adapt with confidence—creating sales outcomes that leaders can depend on.

Sales excellence, unlocked

shl.com/sales-transformation



Talent Management

Manager Development solution

Challenge

Managers under pressure without support

Managers face pressure to deliver results, but often lack structured feedback and development support to help them grow their abilities. This creates inefficiencies in development of this group.

Solution

Targeted development with measurable outcomes

SHL's Manager Development solution provides managers with insights into their strengths and clear actions to improve. Organizations can scale manager development consistently and effectively to equip new and mid-level managers with skills to thrive and improve in their positions.

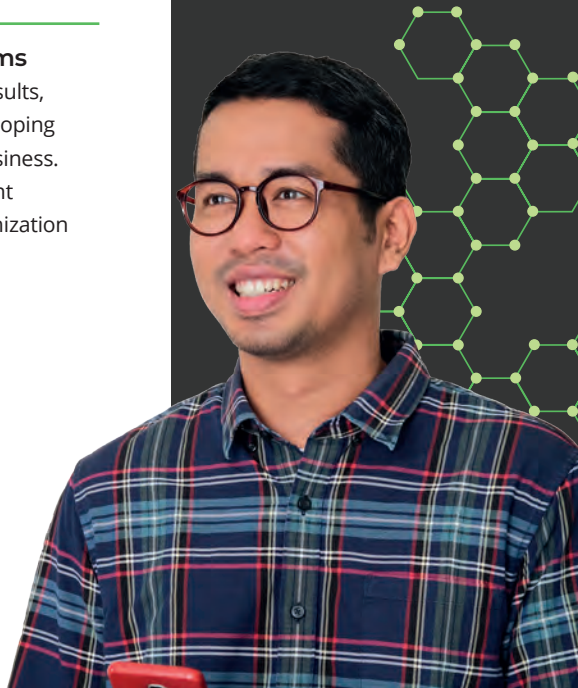
Outcome

Better managers running better teams

Managers improve team engagement and results, raising organizational performance and developing a consistent leadership culture across the business. Team members benefit from a more confident leadership direction, pushing the entire organization towards success.

Develop managers to lead with confidence

shl.com/manager-development



Talent Management

High Potential Identification solution

Challenge

Leaders hidden in plain sight

Future leaders can easily be overlooked without a clear, objective approach to identifying high-potential talent. Workplace bias or talent guesswork leads to a weakened leadership pipeline and missed opportunities for promising employees.

Solution

A holistic view of aspiration, ability and engagement

SHL's High Potential Identification solution offers clarity on leadership readiness by understanding who wants to rise to senior positions, who would be effective in a leadership role and who will commit to the business and remain in senior roles. Objective insights help you identify and, if used effectively, retain high-potential employees.

Outcome

A stronger, deeper talent bench

Organizations identify and grow future leaders with the ability, aspiration and engagement to succeed—strengthening succession plans and retaining top talent.

Find and retain your high-potential talent

shl.com/hipo



Talent Management

Enterprise Leader Development solution

Challenge

Leadership expectations outpace development

Today's executives must guide transformation, deliver results and inspire people—all at once. Organizations focus narrowly on one style of leadership, leaving senior leaders strong in some areas but not fully prepared and capable to meet evolving business needs.

Solution

Turning insight into action

SHL's Enterprise Leader Development solution gives leaders targeted insights across three critical leadership domains and equips employees with an assessment of their strengths and development areas to enable them to succeed.

Outcome

Targeted development for stronger outcomes, business-wide

Senior leaders develop the skills to influence across functions, drive transformation and deliver measurable impact—improving alignment, innovation and performance across the organization.

Bring science, data and analytics to leader development

shl.com/enterprise-leadership-development



Talent Management

Succession Planning solution

Challenge

Unclear successors, higher risk

Leadership transitions become risky when there's no objective way to identify and prepare successors. This lack of visibility also creates gaps in diversity and continuity at the top, where it really matters.

Solution

Successors matched to context and role

SHL's Succession Planning solution gives organizations clarity on leadership readiness. By matching individual strengths to role and context, it enables confident selection and preparation of successors to secure business continuity. Those same objective insights also surface hidden gems, leaders who may otherwise be overlooked, so that the pipeline is broader and more diverse.

Outcome

Smooth transitions, stronger leadership bench

Organizations use objective data and gain actionable insights to enable better talent decisions and streamlined succession management—reducing risk and protecting performance.

Use data and insight for every succession decision

shl.com/succession-planning



SHL brings powerful and transparent AI technology, data science, and objectivity to help companies attract, develop, and grow the workforce they need to succeed in the digital era.

We empower talent strategies to unlock the full potential of your greatest asset—people.

shl.com

© 2025 SHL and its affiliates. All rights reserved. CST25_2987