High Return Development

High Return (HR) on Development is the toolset that allows anyone involved in training and development, in the corporate sector or in consulting business, to use people analytics to focus on the skills that provide a greater return on investment, that is, those people characteristics that, if you increase, lead to a growth of higher performance.

COMPETENCIES WITH THE GREATER RETURN ON INVESTMENT AND THEIR IMPACT ON RESULTS

HR Development can be used, for example, for:

- Define the skills development strategies within the organization;
- Build the annual corporate training plan;
- Focus the contents for follow-up programs.

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Reports

The evidence-based approach of the High Return methodology, uses advanced statistical models to identify where to aim to maximize the return on investment. Furthermore, through a Statistical forecasting system, we can create scenarios calculating the impact that increasing a competence have on the average group results.
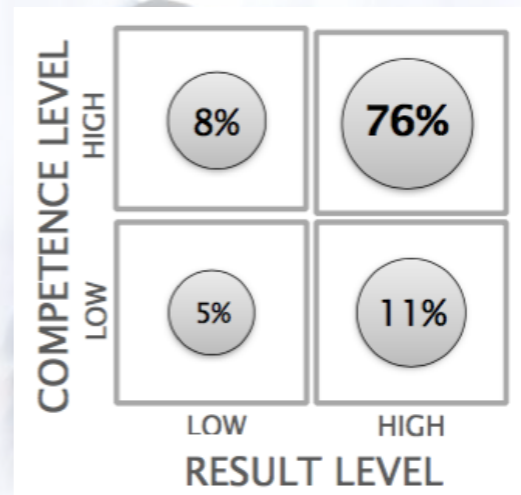
How much does the result of the group improves when the average level of the three competencies listed below increases by 1%, 5% and 10%?	INCREASE BY 1%	INCREASE BY 5%	INCREASE BY 10%
POTENTIAL INCREASE IN EFFECTIVENESS			
1 Resilience	2.32%	7.92%	12.18%
2 Commitment	0.92%	3.22%	3.72%
3 Proactivity	-0.03%	-0.44%	-1.40%

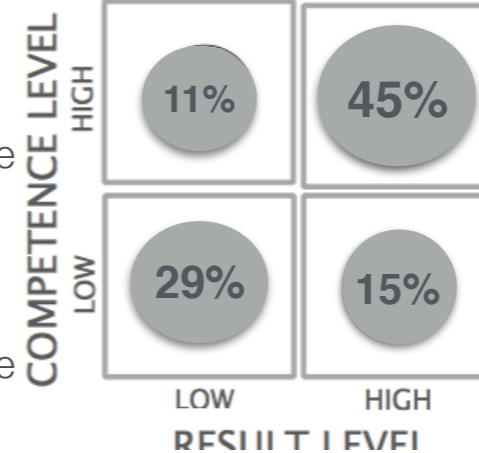**Blueg**

Research Hospitality
Database Six Seconds: sample size 1985 mensen

Variabelen in analyse gebruikt:

Persoonlijke competentie
Emotional Intelligence
Boven 100 wordt gezien als hoge score

Resultaat van de persoon
Effectiveness
Boven 100 wordt gezien als hoge score

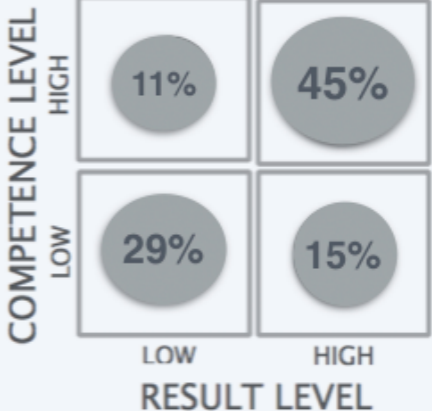Matrix laat percentage mensen zien in elk kwadrant

	COMPETENCE LEVEL		
HIGH	11%	45%	
LOW	29%	15%	
	LOW	HIGH	
	RESULT LEVEL		

How much does the result of the group improves when the average level of the three competencies listed below increases by 1%, 5% and 10%?

	INCREASE BY 1%	INCREASE BY 5%	INCREASE BY 10%
	POTENTIAL INCREASE IN EFFECTIVENESS		
1 Resilience	1,36%	2,45%	3,50%
2 Entrepreneurship	1,23%	1,91%	2,53%
3 Vision	1,23%	1,91%	2,49%

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In Depth

So far we have talked about the group as a whole, and we identified what are the competencies with highest return on investment. We can now zoom in to compare two parts of the group, such as people with the highest results versus people with the lowest results, to differentiate the which competences can have the greatest impact..

Therefore we split the group into two subgroups, as described in the boxes:
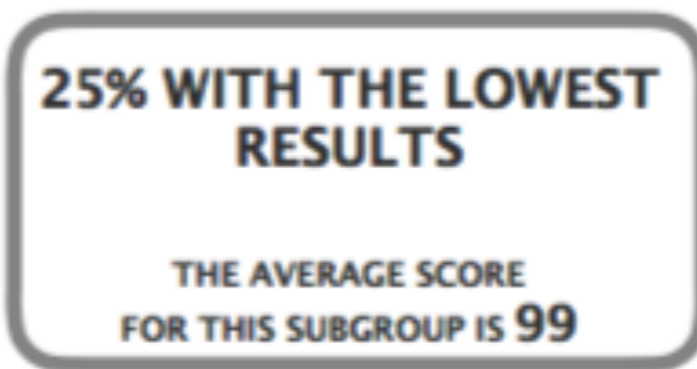
The table gives two pieces of information:

1. The average level of a specific competence in the group. such a level can be:

▼ LOW (under 100)   ▲ HIGH (equal or over 100)
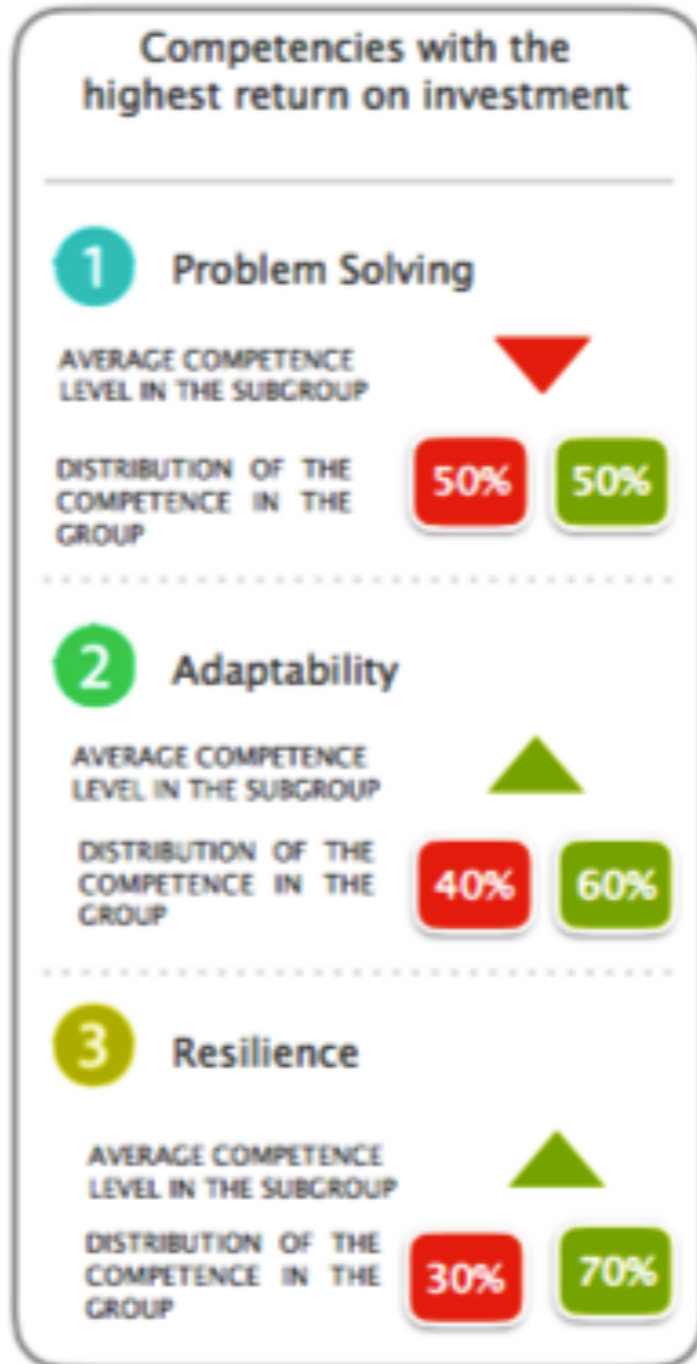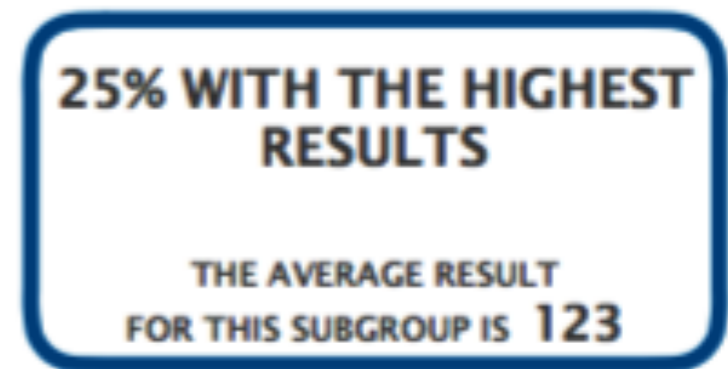
2. The distribution of the specific competence in the group, which is displayed this way:

🟥 in the red box, the percentage of people in the LOW score area in the specific competence. (score is lower than 100)

🟩 in the red box, the percentage of people in the LOW score area in the specific competence. (score is equal or greater than 100)

25% WITH THE LOWEST RESULTS

THE AVERAGE SCORE FOR THIS SUBGROUP IS 99

Vs

25% WITH THE HIGHEST RESULTS

THE AVERAGE RESULT FOR THIS SUBGROUP IS 123

Competencies with the highest return on investment

1 Problem Solving

AVERAGE COMPETENCE LEVEL IN THE SUBGROUP ▼

DISTRIBUTION OF THE COMPETENCE IN THE GROUP — 50% | 50%

2 Adaptability

AVERAGE COMPETENCE LEVEL IN THE SUBGROUP ▲

DISTRIBUTION OF THE COMPETENCE IN THE GROUP — 40% | 60%

3 Resilience

AVERAGE COMPETENCE LEVEL IN THE SUBGROUP ▲

DISTRIBUTION OF THE COMPETENCE IN THE GROUP — 30% | 70%

Competencies with the highest return on investment

1 Commitment

AVERAGE COMPETENCE LEVEL IN THE SUBGROUP ▲

DISTRIBUTION OF THE COMPETENCE IN THE GROUP — 0% | 100%

2 Critical Thinking

AVERAGE COMPETENCE LEVEL IN THE SUBGROUP ▲

DISTRIBUTION OF THE COMPETENCE IN THE GROUP — 10% | 90%

3 Connection

AVERAGE COMPETENCE LEVEL IN THE SUBGROUP ▲

DISTRIBUTION OF THE COMPETENCE IN THE GROUP — 10% | 90%

25% WITH THE LOWEST RESULTS: IMPACT SCENARIOS

This section is dedicated to the subgroup with the lowest results. The following competencies are the ones with the highest return on investment for the subgroup:

1. Problem Solving
2. Adaptability
3. Resilience

		What's the impact of the specific competence on the group potential growth?	What's the competence of the model most correlated?	Can you expect a better result working on both competences?
1	Problem Solving	23%	Resilience	Yes
2	Adaptability	16%	Resilience	Yes
3	Resilience	15%	Data Mining	No

25% WITH THE HIGHEST RESULTS: IMPACT SCENARIOS

This section is dedicated to the subgroup with the highest results. The following competencies are the ones with the highest return on investment for the subgroup:

1. Commitment
2. Critical Thinking
3. Connection

		What's the impact of the specific competence on the group potential growth?	What's the competence of the model most correlated?	Can you expect a better result working on both competences?
1	Commitment	37%	Resilience	Yes
2	Critical Thinking	17%	Modeling	Yes
3	Connection	13%	Commitment	No