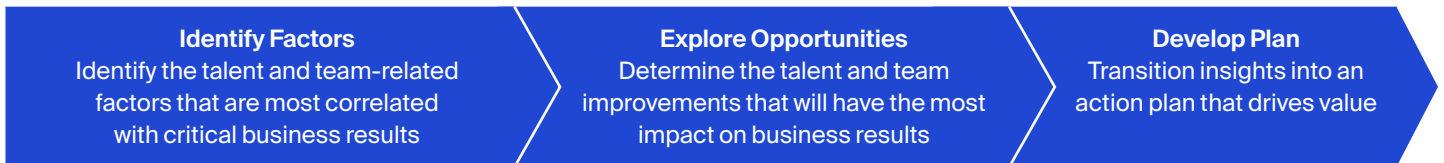


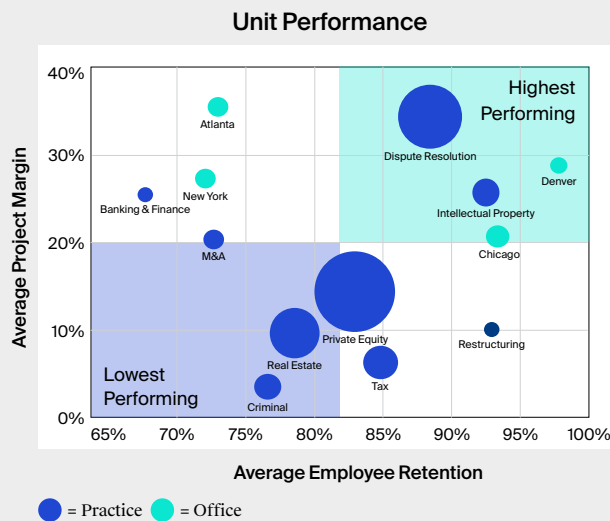
Overview

Hiring, developing, and retaining talent is fundamental to the success of professional service firms. Staffing the right people on the right work in an equitable way requires nuanced balancing of business objectives and the employee value proposition. However, making informed decisions is difficult when financial and talent-related data are housed in disparate, siloed systems.

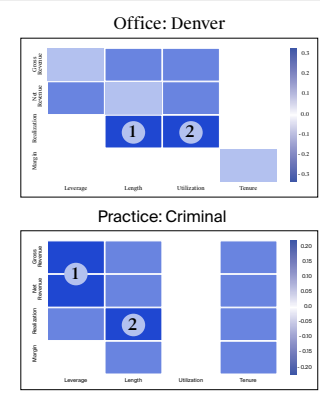
Our Talent Intelligence Diagnostic provides an actionable plan to keep your talent engaged and profitable. We leverage our sophisticated data science resources to efficiently and effectively connect people and financial data, and generate insights into which talent factors (e.g., work process, team composition, etc.) make the biggest impact on business results and where opportunities exist in the firm.



Sample Deliverables



Correlations between talent factors & business impacts



Most Impactful Correlations

- Project Length & Realization:** As project length decreases, realization also increases, contributing to higher profitability
- Utilization & Realization:** As utilization increases, realization increases, also contributing to more highly profitable projects
- Leverage & Revenue:** As gross revenue decreases, leverage optimization also decreases, signaling lower ROI

Client Impact Highlights

- Dynamic dashboards that provided access to workforce trends, profitability metrics and recommendations for leaders
- Opportunity roadmap that prioritized the top areas of opportunity and specific actions for leaders to capture ROI and impact
- Integrated financial and talent data sources
- Identified key gaps in data and processes that impeded accurate data capture and reporting

Insight-Powered, Human-Centered Consulting

At the intersection of growth and transformation, you'll find Lotis Blue. We dig deep with personal attention and analytical rigor to uncover, define, and implement the smartest path forward for our clients. In doing so, we transform their most ambitious visions into a clear and sustainable reality.

Trusted Guides

Getting to know our clients and what matters to them allows us to work on a personal basis. We've had clients tell us that we know more about what's going on in their business than anyone else.

Complete Candor

Being fully honest and transparent means telling the truth, even when it's tough or uncomfortable. Our brand of honesty fosters mutual respect and understanding to build strong client relationships.

Fit-to-purpose solutions

We regularly hear from clients that Lotis Blue is solution-oriented rather than a one-size-fits-all approach. Every client's challenges are unique, so we develop customized, implementable recommendations to overcome them.

Data & Behavioral Science

Maximizing data's value is critical to business transformation in the digital age and combining this value with the power of behavioral science makes us experts at directly engaging clients with insightful research and human truths that allow them to see their organization through a new lens.

Effective Implementation

A strategy without an actionable implementation plan isn't worth the paper it's printed on. We are committed to crafting an end-to-end partnership, meaning we're not only developing the strategy but see it through to execution.

