



40% of new executives fail within their first 18 months on the job. This failure can cost companies millions. As HR takes a more strategic position in an organization, it is ultimately HR's responsibility to ensure that new executives are assimilated effectively so that they can hit the ground running and quickly make key strategic decisions. 9Lenses software accelerates the executive assimilation process, collecting and connecting organizational insights to provide a new executive with a holistic and thorough understanding of his or her organization. New leaders can gain strategic insight and quickly make confident decisions, all while engaging their new colleagues.

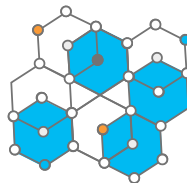
9Lenses Overview

Software for Accelerated Executive Assimilation

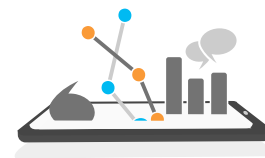
HR Leaders use 9Lenses to position new executives for long-term success. Quantitative and qualitative data points correlate to provide powerful insights around people data and talent analytics. New executives can interview global stakeholders at scale, skip the step of crunching unstructured data in spreadsheets, and cut straight to presentation-ready insights, issues, and solutions, enabling them to quickly target problem areas, build strategic plans, and reduce their time to impact.



**Interview Engine
Accelerates Org
Discovery**



**Business Logic Tier
Structures Qualitative
Org Insights**



**Analytics Dashboard
Provides Actionable
Insights**

The 9Lenses proprietary interview framework replicates the depth of a one-on-one interview, yet it is capable of pulsing an entire organization at once. The 9Lenses business logic web tier seamlessly applies structure and meaning to the insights collected. These structured insights are displayed in the data analytics dashboard and prepare leaders for immediate action: designing strategies and targeting challenge areas with innovative solutions.

Key Benefits for New Executives:

Gain Holistic Understanding

- Thoroughly understand the business's current state, strengths, challenges, and opportunities
- Learn the business from the people who know it best
- Use anonymity to ensure transparency

Drive Organizational and Team Alignment

- Find out where teams are misaligned
- Use results to drive transparency and alignment across the organization
- Reduce time and resources needed for traditional executive assimilation

Positioned for Long-term Success

- Build strategic plans with the confidence that they will accomplish what the business truly needs
- Highlight key focus areas
- Create tiger teams to tackle specific problems
- Benchmark progress over time

9Lenses Accelerates Executive Assimilation for Long-Term Executive Success



9Lenses software interviews key stakeholders and identifies where challenges, strengths, misalignment, opportunities, and gaps exist.



In the space of a week, 9Lenses allows leaders to engage in depth with co-workers and provides them with people data and talent analytics that would otherwise take months to acquire organically.



Insights gained decrease new leaders' time to productivity and give them confidence in their planning and decision-making.



Insights provide key proof points for leaders' strategic plans.



Leaders leverage the data to drive transparency and alignment within their teams.



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Learn why 9Lenses was featured as a "Cool Vendor" in the "Cool Vendors in Human Capital Management, 2015" report by Gartner, Inc.

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