

KUNZE ANALYTICS is a proud Alliance Partner of TALEXES TALENT SOLUTIONS.

We sell and provide service for the following products:

TalassureSMQ, TalassureSMM, TalassureSMMX, TalassureSM360 and the TalassureSMESA.

Why do business with us? We are uniquely qualified to add value through DATA SCIENCE.

Data Science Product #1:

Name: TalassureSMMX Optimal Success Pattern

Description: This is a custom, concurrent study Success Pattern created with Kunze Analytics proprietary method of presenting data to an evolutionary machine learning optimization engine. Typically, the pattern is 25% to 60% more valid than using the publisher's software or library.

Requirements: For any user of the TalassureSMMX Assessment by Talexes, LLC with a minimum of ten (10) incumbents in the same role and has 1 to 20 key performance indicators (KPIs) for those incumbents.

Price: \$1,500.00 per Success Pattern

Youtube.com videos:

<https://youtu.be/YEV7B3EPgM8> (Machine Learning creates "optimal" Success Patterns)

<https://youtu.be/oV1GSGjIbc0> (No Arbitrary Tweaks)

<https://youtu.be/OJSe2Yah7uw> (Solving Office Politics with Optimization Software)

https://youtu.be/nvtBU_Vyb10 (ROI for 3 Methods of Success Pattern Creation)

<https://youtu.be/kuyMV1Qkl10> (Panicked Promoting People?)

<https://youtu.be/xtoRGjlxk7M> (Don't Drop the Ball)

Optional: Mutual Non-Disclosure Agreement

Data Science Product #2:

Name: Assessment Performance Model Validation

Description: This analysis validates the usefulness of Assessment Scores for increasing new Hire and Incumbent Performance for a single role. It includes a one-page Executive Summary and document with six elements: 1) correlation table, 2) red flag zone marking, 3) regression table with prediction equation, 4) what-if/contingency table, 5) key performance indicator table and, 6) estimated ROI.

Requirements: Sharing of psychometric assessment results for a group of at least 30 incumbents in a single role as well as 1 to 20 Key Performance Indicators (KPIs). The personnel selection Assessment report must produce an Overall Job Match or Fit Score.

Some examples of qualifying personnel decision assessments: TalassureMX, PXT Select, Caliper Profile, TalentClick SQ, GENOS International Selection, eSkill pre-Employment Assessment

Price: \$3,000.00

Youtube.com videos:

<https://youtu.be/lv9DVMux-HQ> (Executive Summary Elements)

<https://youtu.be/De5ySVCXDzg> (Deliverables Report)

<https://youtu.be/B1ytgBLoYFO> (What-If Table)

Optional: Mutual Non-Disclosure Agreement

Data Science Product #3:

Name: Predictive Scorecard

Description: This is an interactive Microsoft Excel spreadsheet that includes a worksheet setup as a dashboard/scorecard powered by advanced data mining algorithms. It gives the user the ability to do *ad hoc* manipulation of new assessment results to see how the prediction for key performance indicators changes.

Requirements: Client needs to purchase a Microsoft Excel add-in (the Analytic Solver Basic:

<https://www.solver.com/analytic-solver-basic>) which costs \$250.00 per year.

Price: \$500.00 to \$2,500.00 depending upon the number of Key Performance Indicators (KPIs).

| # of KPIs | Quote | # of KPIs | Quote |
|-----------|---------|-----------|---------|
| 1 | \$500 | 11 | \$1,900 |
| 2 | \$900 | 12 | \$2,000 |
| 3 | \$1,100 | 13 | \$2,100 |
| 4 | \$1,200 | 14 | \$2,200 |
| 5 | \$1,300 | 15 | \$2,250 |
| 6 | \$1,400 | 16 | \$2,300 |
| 7 | \$1,500 | 17 | \$2,350 |
| 8 | \$1,600 | 18 | \$2,400 |
| 9 | \$1,700 | 19 | \$2,450 |
| 10 | \$1,800 | 20 | \$2,500 |

Youtube.com videos:

https://youtu.be/f6_Bf7E8m8A (Coaching Bottom Performers using Predictive Scorecards)

<https://youtu.be/IKx0K7rDNj4> (Predictive Analytics to the Rescue)

Optional: Mutual Non-Disclosure Agreement

Data Science Product #4:

Name: **Action Plan**

Description: This is a confidential document for a manager. It contains suggestions for a direct report's behavioral modification through one-on-one coaching by the individual's manager. Details of the statistically critical behaviors: assessment scale name, actual score, desired score, behavioral adaptation, and desired outcome.

Requirements: The client must have purchased PRODUCT #3 (Predictive Scorecard).

Price: \$250 per employee

Youtube.com video:

<https://youtu.be/BRXcV02UbEg> (Coaching Action Plan)

Data Science Product #5:

Name: **Coaching Cheat Sheet**

Description: This is a Microsoft Excel spreadsheet with a TABLE of prediction scores for all of the possible combinations of assessment/survey predictors for a single key performance indicator or general performance metric.

Requirements: The client must have purchased PRODUCT #3 (Predictive Scorecard).

Price: \$900.00

Youtube.com video:

<https://youtu.be/QjjLy7CFiTu> (Coaching Potential/Upside: guess NO more)

Data Science Product #6:

Name: **Secure Web Login Power BI Dashboard**

Description: At KunzeAnalytics.com, log into a secure web account to view your custom dashboard powered by Microsoft Power BI embedding and the Microsoft Azure Cloud. Each dashboard represents a data mining model that predicts a single Key Performance Indicator (KPI). The client may type in new assessment results or use a toggle bar to see how the KPI prediction updates in real time based upon new data. Managers use their dashboard as a visualization tool in one-on-one coaching sessions with a direct report.

Requirements: The client must have purchased PRODUCT #3 (Predictive Scorecard) & PRODUCT #5 (Coaching Sheet Sheet).

Price: \$1,000.00 per month (1-year minimum subscription) plus one-time fee of \$1,000.00 per Dashboard

Youtube.com video:

<https://youtu.be/z0T6IX69Yol> (Sarah Sample's Sales Strength and Stumbling Stone)

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