



Are you ready to switch to a sustainable and human HR approach, where companies and employees are engaged together towards the same purpose?

Disruptive solution for recruitment, mobility and talent management to boost employee engagement and increase companies' human capital value.



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To companies that wish to reveal their human capital,

To companies that are looking for the best talents to enrich their teams and grow up with them,

To companies that rather make employees want to stay than retain them...

ENTER IN THE NEW WORLD OF TALENT MANAGEMENT WITH TOD !



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TOD matches individual professional aspirations with the companies challenges and objectives to create meaning and engagement

Companies human capital is often neglected, sidelined behind processes, reporting and KPIs.

TOD puts the **employees at the heart of business**, highlights human potential by inviting the employees to express freely their **professional aspirations**.

Combined with behavioural predispositions and human values analysis, the professional aspirations, are a **tremendous driver of commitment and performance** that TOD puts at the service of the. **challenges of innovation, transformation and business growth**.

T2B by TOD accompanies companies throughout the entire EX (**Employee eXperience**). It helps them develop a flexible and inclusive human resources strategy based on the employees' aspirations to improve internal mobility and maximize both individual and collective potentials.



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T2B part of TOD's global offer

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spirit
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t2b

A community of talents bound together by the same values of commitment, team spirit and enthusiasm.



A pool of Talent bound together by the strength of their professional dreams and their commitment to meet company's challenges, through recruitment process or interim management assignments

A profiling tool that identify human values and personal engagement drivers.



Optimized team performance and a better match between talents and their position based on their strengths and predispositions from the recruitment and throughout their whole career path.

A digital solution to reveal and develop internal human wealth



A unique process at the service of client companies that unlocks potentials, gives access to outside talents, proposes an agile and innovative mobility and develop employee's engagement and well being.

FEEDBACK from « SPIRIT OF TOD » ' customers : Bluffing, unique, destabilizing, precious, relevant, indispensable.....



..... Talent to Be, Talent to Business, Talent to Betterness...



T2B is a very innovative software to manage talents and internal mobility for sustainably committed and performing teams.



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A software for a unique employee experience that covers the entire talent management process :

- Innovative process that match human values, personal aspirations with the challenges and objectives of the company thanks to :
 - Free expression by employees on their aspirations
 - Job profiling according to the most demanding behavioural preferences
 - Job proposal selection for employees, according to their aspirations and personal drivers.
- Employee assessment on human values and personal commitment drivers.
- A profiling tool to create the best value fit btween talents and jobs
- A monitoring tool of well-being, commitment and possible stress situations



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A digital tool that highlights strengths, personal values and drivers and put them at the service of the collective vision

Human values put at the heart of the business

- Commitment**
- Team spirit**
- Motivation**
- Respect**
- Trust**
- Managerial courage**
- Honesty**
- Reliability**
- Dedication**

Profiled behavioural skills

- Stability**
- Organisation et management**
- Leadership**
- Clarity of the expression**
- Demanded level**
- Resilience**
- Operational abilities**
- Innovation skills**
- Adaptability**
- Decisiveness**

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Main functions of T2B

- **Communication** vector on all the human related topics
- Management of **employability, mobility** and **career paths** (GEPP)
- **Recruitment assistance** tool based on the « Spirit of TOD » **profiling tool**.
- **Individual and collective potential** highlighting
- Employee **engagement booster**
- **Well being monitoring** tool but also an early **psycho-social risk warning** tool