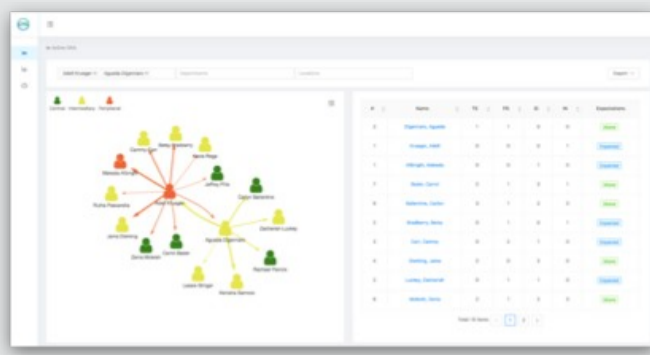


Organizational Analysis & Restructuring Powered by AI



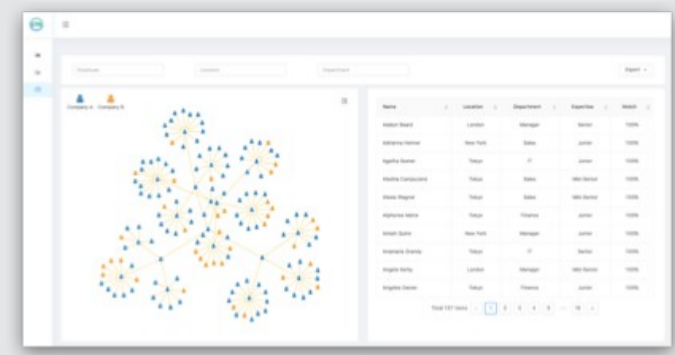
Active Organisational Network Analysis (ONA)

Map informal interactions between employees through an online survey, identify informal leaders and accelerate the adoption of strategic changes



Passive Organisational Network Analysis (ONA)

Visualize and analyse employees' digital footprint by monitoring metadata from corporate email platforms and other collaborative tools



Organisational Restructuring Simulation

Employee-level simulation of Organisational restructuring scenarios such as mergers, acquisitions and reorganizations

Cognitive Network Analyser™: Industry-leading ONA platform

Cognitive Talent Solutions has been highlighted by David Green among the Global Top 12 ONA vendors, being one of the only two vendors in the list operating with active and passive ONA.

Customizable filters

Customizable node color

Employee ranking with actionable insights

Interactive network visualization

#	Name	TS	PS	SI	IN	Expectations
5	Ian Poole	7	4	7	6	Expected
6	Jessica Parr	4	5	6	23	Expected
1	Grace Piper	9	11	18	13	Expected
2	Colin Butler	4	4	15	16	Expected
3	Frank Peters	4	5	10	8	Expected
4	Brian Sharp	5	6	9	7	Expected
7	Harry Graham	2	8	15	4	Above
9	Boris Glover	4	4	10	1	Expected
14	Amelia Parr	2	3	8	4	Expected
15	Luke Mathis	2	5	5	4	Expected
16	Emily Miller	4	2	5	3	Expected
17	Adam Jones	2	2	4	7	Below

Total 36 Items < 1 2 3 >

Benefits

The following benefits were documented by IntegrationSuccess (M&A consulting firm with 30+ years of international experience) through an implementation on a \$1.8Bn merger in the telecom industry:

3% of deal value

in cost avoidance savings

- 25%** Implementation time reduction
- 25%** Integration cost reduction
- 80%** Undesired, deal-specific turnover reduction
- 25%** Higher Integration Manager capacity
- 50%** greater shareholder value creation

What Our Clients Say About Us



Ana Valera

PEOPLE ANALYTICS MANAGER @SECURITAS DIRECT

"Cognitive Talent Solutions helped us enhance the selection process in our leadership development program through the identification of informal leaders"



Raquel Gonzalez

HR DIRECTOR @THE WORKSHOP

"Cognitive Talent Solutions helped us identify informal leaders in our organization and enabled us to visualize and mitigate organizational silos and bottlenecks"



Jesus Garcia

CEO @ORTOPLUS GROUP

"Cognitive Talent Solutions helped us improve how we generate and distribute knowledge in our organization, accelerating our internal innovation process"



Thomas H Kessler

CEO @INTEGRATIONSUCCESS

"The organizational restructuring simulation technology developed by Cognitive Talent Solutions can save up to 3% of deal value in any M&A scenario"



Katya Dorozhkina

FOUNDING PARTNER @STARTA VENTURES

"Cognitive Talent Solutions helped us enhance performance assessment of coaches and startups in our accelerator program by analyzing and visualizing informal interactions"