

Press Release

Thomas International Launches New On-Demand Benchmarking Tool

Thomas International, one of the leading providers of on-demand management systems to small and medium sized enterprises, has launched a new web-based Benchmarking product.

Thomas Benchmarking is designed to deliver maximum benefit to an organization by enabling it to identify and replicate the performance of its best people. This on-demand Benchmarking tool is a continuous improvement process that uses a systematic approach to raising and maintaining high performance standards, against which new employees can be assessed and selected.

Thomas' on-demand Benchmarking allows companies to access information from anywhere at anytime and enables a company to be the best of the best. It identifies a company's top performers and tells them what makes their best people just that. This new Benchmarking software raises the performance standards of a work group by selecting new recruits based on the profiles of the best performers. Identifying the characteristics that make these people successful will enable a company to recruit more of them. Business is tough and you cannot leave the recruitment of your top performers to chance.

Thomas' Benchmarking can be used to:

- Improve communication
- Achieve sales objectives
- Promote creativity and innovation
- Develop a better understanding between team workers
- Encourage higher standards
- Motivate the workforce

Thomas International's Benchmarking has several new features:

Interview Bias – Managers are likely to recruit people with a similar profile to themselves which can lead to interview bias. This new item alerts an organization if individuals are being selected because of the interviewer's personal preference rather than because of an objective assessment.

Coaching and Managing Summary – This summary is designed to be given to all those who manage any person included in the benchmark. It helps managers understand why each person behaves the way they do and coaches them to respond accordingly. This insight will lead to deeper understanding that can be used to hone a manager's communication skills and maximize the performance of the team. The summary is set out in bullet points and looks at what motivates the top performers, what they expect and want and the type of manager they work best for.

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Family Profiles – The family profiles are now ranked in order of best performance. It also identifies the percentage of poor performers.

Goodness of Fit - Previously we may have been able to identify only one or two acceptable profiles. The new product enables Thomas to apply these one or two to the 'Goodness of Fit' chart in order to provide up to 5 or 6 acceptable profiles.

About Thomas International

Thomas International is a global leader in the provision of on-demand behavioral assessments and reporting used to recruit, develop and retain top talent. Thomas International's DISC-based behavioral assessments are delivered software-as-a-service (SaaS) and are designed to meet the unique requirements of small, mid-sized and enterprise level companies in every industry.

For over 25 years Thomas International has enabled its clients to more effectively manage their human capital and with a presence in 60 countries and availability in over 56 languages, Thomas International is one of only a few truly global on-demand human resources solution providers focused on behavioral assessment. More than a million Thomas International software-as-a-service (SaaS) delivered assessments are completed each year. www.thomasinternational.net

For further information or interview opportunities please contact:

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