

# Fit-Gap Analysis & Benchmarking

## What You Are Looking For...

1

### State-of-the-Art Role Definitions via Benchmarking vs Market Trends

- Ensured competitiveness of role definitions
- Incorporation of emerging and high-impact skills and competencies

2

### Spot-on Talent Decisions Based on Employees' Gaps vs Current or Prospective Role Profiles

- Optimized hiring, internal rotation, career planning and learning based on employees' profiles vs role profiles analysis
- Comprehensive understanding of distribution of capabilities across organization

3

### Efficient Hiring via Benchmarking of Position Openings vs Trusted Benchmarks

- Continuous monitoring of open positions' capability profiles vs market and standard-based benchmarks

**“Skill-based organisations are 52% more innovative, 49% more efficient and 98% more likely to retain high performers than non skill-based organisations.”**

Deloitte

## Where EDLIGO Helps...

1

### Well-Defined Job Architecture

- Elaborate definitions of competencies
- Role profiles with target levels of competencies and skills defined

2

### Gap Analysis for Employee Profiles

- Aggregated view and drill-down features for identification of employees' capability gaps

3

### Emerging and High-Impact Capabilities Incorporated in Capability Profiles

- Capability Index
- Critical Competencies
- Competency Impact Analytics
- Simulations and scenario planning

# About EDLIGO

EDLIGO, Top 3 most innovative Software SME in Germany 2023 and HR Tech Award Winner 2023 and 2024, is the specialist partner of international SME and large-scale organisations searching deep industry expertise for advancing talent management through uncovering the power of skills. With an outstanding track record of innovations and patents, the EDLIGO team consistently succeeds in implementing its Skill Hub and Talent Analytics platform, delighting organisations with new experiences and insights, helping them to advance rapidly their talent management and skills transformation agenda.



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