

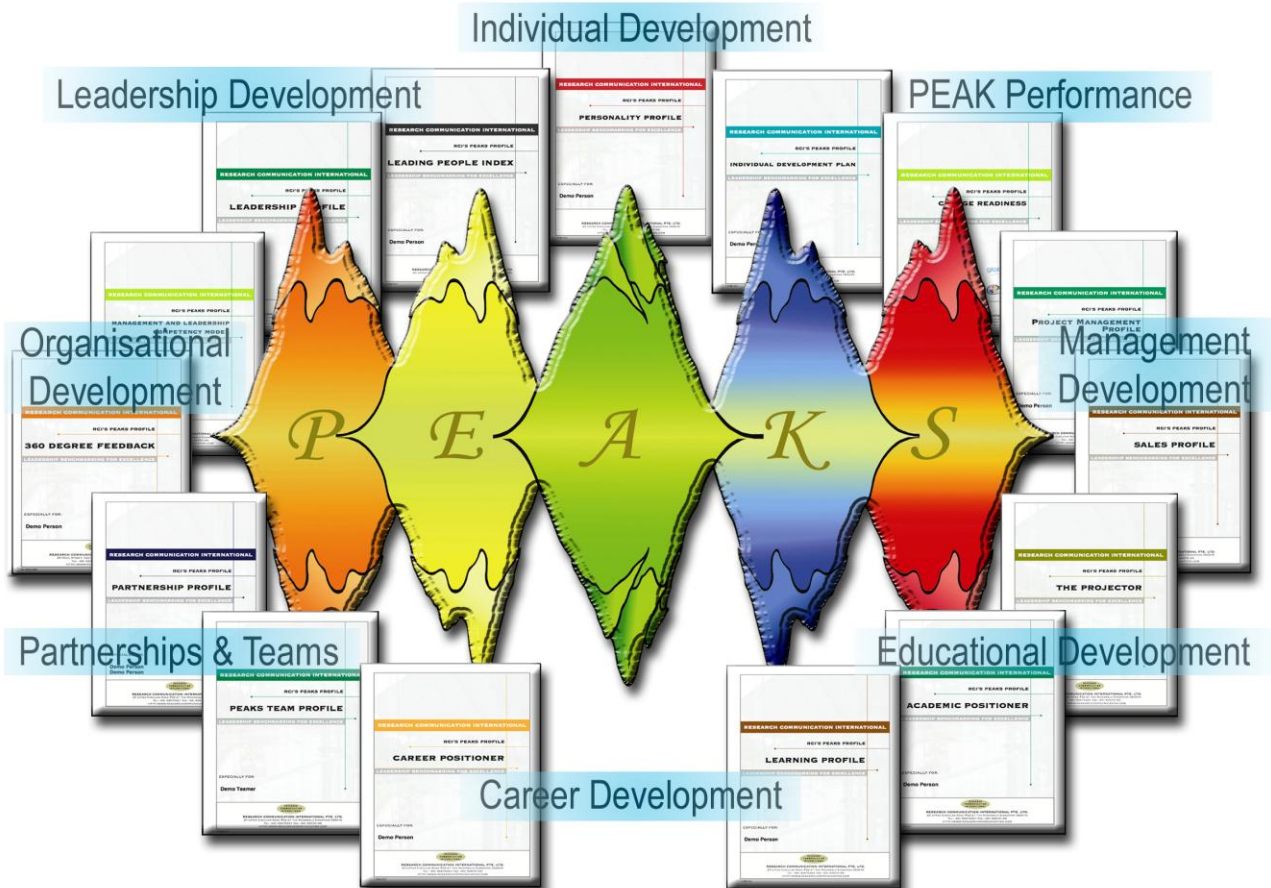


A GLOBAL STATE-OF-THE-ART
PEOPLE TECHNOLOGY

FOR HUMAN CAPITAL ASSESSMENT, RESEARCH & DEVELOPMENT

Identifying & Tracking PEAK PERFORMANCE in:

INDIVIDUALS PARTNERSHIPS TEAMS DEPARTMENTS
ORGANISATIONS GOVERNMENTS



Why PEAKS?

ASSESSMENT	RESEARCH	DEVELOPMENT
PERSONALITY LEADERSHIP MANAGEMENT COMPETENCIES LEARNING & TEACHING STYLES RELATIONSHIPS INTERESTS/ SPORTS CAREERS SALES ENTREPRENEURSHIP PARTNERSHIPS TEAMWORK POTENTIAL & PERFORMANCE ORGANIZATIONAL PERFORMANCE 360 DEGREE FEEDBACK INDIVIDUAL/ TEAM/ ORGANIZATIONAL ROADMAPS CHANGE READINESS PROJECT COMPETENCIES	ARCHIVING OF PERSONALITY DATA LEADERSHIP BENCHMARKING PROCESS RE-ENGINEERING CURRICULUM & PEDAGOGY IDENTIFY ORGANIZATIONAL CULTURE STEER CULTURE CHANGE COMPETENCY MAPPING COMPETENCY GAP MANAGEMENT COMPETENCY AUDITS MENTORING FRAMEWORKS SUCCESSION PLANNING LEARNING NEEDS ANALYSIS TALENT MANAGEMENT FRAMEWORKS RECRUITMENT INDICATORS STRATEGIC HR PROCESSES CHANGE MANAGEMENT PROJECT MANAGEMENT OFFICE	COACHING MENTORING TRAINING COUNSELLING LEARNING DEVELOPMENT ROADMAPS TRACKING POTENTIAL & PERFORMANCE TALENT MANAGEMENT/ DEVT ORGANIZATIONAL DEVELOPMENT PEAK PERFORMANCE STRATEGIES PROFESSIONAL DEVELOPMENT ACADEMIC DEVELOPMENT TEAM EFFECTIVENESS SERVICE EXCELLENCE LEARNING ENVIRONMENTS 21 ST CENTURY COMPETENCIES PEAKS CERTIFICATION

- ✓ Personality Profiling that is Highly Accurate
- ✓ Lay-person Language that is Easily Understood
- ✓ Strength-based Approach: Beauty in Every Nature
- ✓ Infinite developmental possibilities: NO Typecasting
- ✓ Online system that is Easily Accessible
- ✓ Easy Integration with existing IT Systems
- ✓ Easy Data Management, Mining & Research
- ✓ Provides information for Effective Recruitment
- ✓ Provides insights for Effective Staff Deployment
- ✓ Creates impactful Coaching/Mentoring Frameworks
- ✓ Non-threatening Strength-based System
- ✓ Allows Long-term Tracking for Individuals & Teams
- ✓ Facilitates Succession Planning & Leadership Devt.
- ✓ Enables Organisational Change & Development



PEAKS Human Capital Analytics & Profiling Technology™

WHAT is PEAKS Profiling Technology™?

PEAKS™ (Purpose, Energy, Affirmation, Knowledge, Sustainability) is a global online psychometric profiling technology developed by the Research Communication International (RCI) that measures and optimizes human potential at all levels of organizations and societies. It is a Strength-focused Tool that assesses the innate potential within individuals and aligns the best in everyone to the PEAKS they have chosen to scale. It is also contracted to profile millions of clients both locally and globally.

WHAT is the Basis of PEAKS™?

PEAKS™ is based on extensive research employing best practices in leadership, personality and resilience development and is aligned to the Five Factor model of personality assessment researched in many universities today. PEAKS™ scores are norm-ed against Industrial Benchmarks and are based on a large databank of actual empirical data. PEAKS Profiling Technology™ gives individuals and corporations the knowledge and roadmaps necessary for scaling new heights of sustainable achievement.

WHERE can PEAKS™ be Found?

In the last decade, PEAKS™ has extended its reach across the globe. PEAKS™ Certified Consultants can be found in the United States, Canada, United Kingdom, Sweden, Brazil, China, Philippines, Australia, Africa, Singapore, Brunei and Malaysia, to name a few. PEAKS is contextualized to cultures and available in English, Chinese (Traditional/ Simplified), Malay, Portuguese, Spanish, Swedish and Arabic.

RCI's PEAKS™ programs and tools in people and organisational development are currently franchised and used by corporations in Asia, Latin America, North America, United Kingdom and Continental Europe – both in the public and private sectors. Clients who are trained and certified by RCI include key personnel from multinational corporations, financial institutions, small and medium enterprises, universities, schools & colleges, government bodies, community organisations, management training consultancies, HR, Recruit and Executive Search companies and the like.

WHO is Qualified to Administer PEAKS™?

In keeping with the culture of excellence, PEAKS™ Profiling, Interpretation, Consulting, Training & Research are done only by PEAKS™ certified professionals and consultants.

WHO can Use PEAKS™ ?

PEAKS™ can be used by anyone and everyone! PEAKS™ profiling, interpretation, consulting, training and research can be tailored to individuals and corporations. PEAKS™ can be used by:

- Individuals, Corporations, Partners & Teams
- Schools, Colleges, Educational & Religious Institutions
- Government Agencies & Social Organisations
- Professional Associations & Industrial Corporations
- Children and Youth*
- Adults, Retirees & the Elderly
- Siblings, Couples & Families

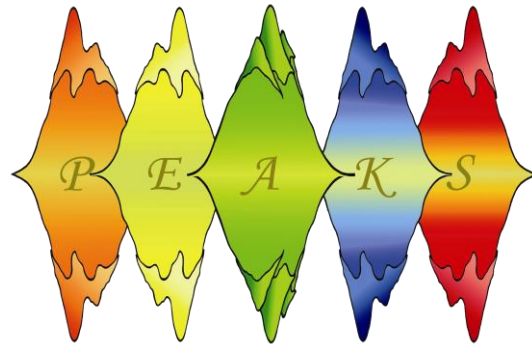
**Specifically tailored processes will be necessary when profiling young children and/or individuals who need additional guidance and observational measures for maximum levels of profiling accuracy and effectiveness.*

HOW can PEAKS™ be Applied?

The PEAKS Profiling Technology™ can be applied relevantly to life development across the entire human lifespan. The Primary and Secondary Profiles of the PEAKS Profiling Technology™ can be utilized in:

(1) Corporate Development

- Leadership Development
- Workplace Learning and Training Workshops
- Coaching / Mentoring
- Team Synergy & Partnership Development
- Recruitment and Job-Person Match (Job Fit)
- Career Development
- Entrepreneurial Advancement
- Project Management
- Organisational Research & Development



(2) Personal & Social Development

- Mentoring & Leadership Development
- Educational / Learning Development
- Career positioning
- Youth development and coaching
- Student academic and career fit

WHY is PEAKS™ Effective?

PEAKS™ is effective & appealing because:

- It provides an assessment of personality that is found to be highly accurate.
- It uses layperson's language that is both relevant and easily understood by the general masses which do not have prior knowledge or exposure to psychological jargon and concepts.
- It sees beauty in every nature and leverages on personality strengths to peak perform.
- It does not typecast but opens possibilities for personal and corporate development.
- It is an online system that can be accessed wherever internet facilities are available.
- It integrates with existing IT systems and allows for management of data through the Online Access System.
- It allows for data mining and research.
- It is easily used in the hiring and deployment of staff.
- It sets a framework for coaching and mentoring.
- It is a non-threatening strength-based tool.
- It tracks both individual and team development.

In partnership with:



Research Communication International (RCI)

Email: support@researchcommunication.com Website: www.researchcommunication.com

Research Communication International (RCI) is an established global corporate research consultancy in human resource, leadership and organisational development, specialising in the building of quality corporate cultures through research-based technologies for training, profiling and leadership benchmarking. RCI's vision is to grow winning organisations that optimise human potential at all levels. Working closely with teams of regional and international associates, RCI provides world class research systems, tools and processes for benchmarking occupational excellence at all levels of corporations.

In the last decade, RCI has developed, certified, and trained corporations and government agencies in the use of PEAKS™ assessment tools. PEAKS™ training and profiling programs are fully integrated systems that assess, benchmark and develop peak performance at all levels of organisations and corporations.



ARRO SERVICES PLT

Wisma TC 2 (5th Floor),
No. 2 Jalan Anggerik Vanilla Q31/Q, Kota Kemuning,
40460 Shah Alam, Selangor, MALAYSIA.
Contact person: admin@etkhor.com
Phone / WhatsApp No. : +6016-335 6772