

Services



PI® - Predictive Index®

PI®帮助经理们识别其员工的工作动机和驱动需求。这种视角可以为管理者提供宝贵的信息从而可以在员工留任、指导、人才管理、团队建设等方面做出改善。

PI® helps managers identify the motivations and drives of their people. This insight can be used to improve employee retention, coaching, talent management, team performance and more.



PLI® - Professional Learning Indicator®

PLI®测量的是候选人的学习能力和学习速度。为您选择合适人才，构建睿智的组织。

PLI® measures candidates' learning abilities and learning speed. Building a smarter organisation by choosing the right person.



Selling Skills Assessment System

SSAT可以为您提供您需要提高的销售成果和您整个团队与客户互动技巧方面需要改进的明确数据，SSAT能让您客观了解您的销售人员的优势、技能、以及和那些亟待改进的领域。

An assessment system that provides you with specific data you need to increase the sales production and customer interaction skills of your whole team by giving you an objective look at people's strengths, skills and areas of improvement.



Customer Focused Selling

客户导向销售是有效的销售培训项目，它基于销售技能评估系统SSAT识别出的有待提高的领域，提供所有顾问式销售的核心能力。Customer Focused Selling is an effective sales training program that provides all the core competencies needed for effective consultative selling, based on the improvement areas identified by Selling Skills Assessment Tool (SSAT).



Leadership Transition Programmes®

帮助合格的领导者充实到领导梯队当中，创建一个充分授权和参与的组织。

Facilitates a free flow of qualified leaders to fill the leadership pipeline and creates an empowered and engaged organisation.



CLAVIS
CONSULTANTS LTD

Creating predictable results
Growing efficient organisations

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The Predictive Index system (PI®)

Predictive Index System is a psychometric assessment system that measures specific factors concerning personality and how this impacts behaviour in the workplace and the drivers for this behaviour, the motivation.

With Predictive Index system you can identify workplace strengths in a person and thereby get a clear picture of a person compared to the behavioural requirements a specific job. This will help you, not only when you hire new talent, but also when you the people you have on board already.

The Predictive Index System (PI®) is a powerful combination of assessment, educational training and consulting:

- Assessment: Predictive Index System (PI®): scientifically validated behavioural assessment system that accurately predicts workplace behaviour. Performance Requirement Options™ (PRO): results in a customized target job profile for a specific role (job description).
Training: The Predictive Index Management workshop: an instructor-led, highly interactive classroom experience combined with dynamic online courses designed to introduce, enhance and reinforce core Predictive Index (PI) concepts. Participants become certified Predictive Index Analysts and are then ready to use and interpret PI data and apply those insights within their organisations.
Consulting: Access to global PI® expert consultants: they can provide you with expert business advice and assistance.

预测指数系统 (PI®)

预测指数PI是一种心理测量评价系统，它测量和性格相关的特定因素，以及这些因素如何影响职场中的行为，如何驱动和激励这些行为。

使用预测指数PI您可以识别一个人的职场优势，与岗位的行为需求评估工具PRO一起使用，便可以一目了然地得到一份清晰的对照图。这不仅能帮助您雇佣新的人才，也可以在入职阶段给您带来巨大帮助。

预测指数PI是集合评估、教育培训和顾问咨询在一起的一套强大系统。

- 评估：经过科学验证的预测指数PI是一套可以准确预测工作行为的行为评估系统。岗位行为需求评估工具PRO则是针对一个特定的岗位描绘出一个与最佳绩效相适应的职位行为要求。
培训：预测指数管理研讨会包括在线培训、高度互动的课堂经验，与旨在介绍、提高和加强核心预测指数(PI)的概念的动态的在线课程。经过PI研讨会培训过的人员将被认证为PI分析师，负责在组织内部解读数据，在日常经营决策中应用PI。
咨询：PI的专家顾问遍布全球，他们能提供给您专业的商业建议和帮助。



"Aberdeen's April 2011 Assessments report proved that top performing companies are achieving exceptional results due in part to their ability to use assessment data to make better talent decisions on an individual and organizational level".

Source: Aberdeen Group, Research Brief, October 2011, PI Worldwide Clients: Building a High Performance Culture.

Why you should consider Predictive Index (PI®)

- 73 of the Fortune 500 are PI clients.
65 of the Fortune Global 500 are PI clients.
8,500 companies use PI.
Simple to do, it only takes 10 minutes.
Simple to manage, for your HR department and for your managers in their leadership jobs.
Applicable throughout your HR life cycle, whether it is pre- or post-hiring.
Free of cultural, age, and gender bias.
Can be used in any industry.
Translated into 69 languages.

为什么要使用预测指数PI®

- 财富美国500强中共有73家公司是PI客户
财富世界500强中共有65家公司是PI客户
8500家公司使用PI
简便易用，只需要10分钟即可完成
管理简单，人力资源部门和管理岗位领导使用起来都十分简便
可应用于整个人力资源生命周期，无论是招聘前还是招聘后都有应用价值
无文化、年龄和性别偏见
在任何行业都可以使用
被翻译为69种语言

Clavis Consultants – your Predictive Index partner in China and Hong Kong

Clavis Consultants is your expertise Predictive Index Partner in Hong Kong and China. We design and implement leadership and organisational development programs that help companies build a high-performance organisation. As a PI Licensee for Hong Kong and China, Clavis can also support your business globally, in more than 145 countries, represented by 50 PI licensees. Clavis Consultants is a Hong Kong and China licensee for the products Predictive Index System (PI), Selling Skills Assessment Tool (SSAT) and Customer Focused Selling (CFS) sales training.

拉维斯咨询有限公司-您在中国大陆和香港地区的PI合作伙伴

克拉维斯咨询有限公司是您在中国大陆和香港地区的PI合作伙伴。我们设计和实施领导力和组织发展项目，帮助您构建一个高绩效的组织。作为PI国际的成员之一，克拉维斯不仅可以在中国大陆和香港地区为您提供PI咨询服务，同时也可以与来自145个国家的其他50个的特许商一道在全球范围内为您提供商业服务。克拉维斯咨询有限公司是预测指数PI，销售技巧评估工具SSAT和客户导向销售CFS在中国大陆和香港地区的代理商。

Our focus areas are:

我们的关注领域:

