



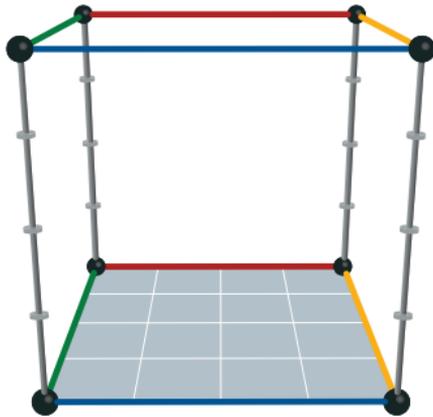
The RPA-Cube

Align talent with result areas and organisational strategy

Improving strategic performance, increasing happiness at work and creating resilience for the future is not possible without knowledge about who is most comfortable and suitable for each position within the organisation. Do you have the people in the right place to achieve strategic objectives? By mapping the result areas of a particular position or team and placing them in the context of the organisation, the RPA-Cube offers valuable insights into issues surrounding performance, strategy execution, recruitment and selection, talent development and workload distribution.

The RPA-Cube in short

The Result Positioning Area assessment, or RPA-Cube, helps to align talent with result areas and organisational strategy. By visualising the result areas of a particular position, the RPA-Cube shows how stakeholders view that position and how it contributes to executing strategic objectives.



The strength of the tool is that the perception of all relevant parties is taken into account. Thus, the RPA-Cube contributes in a unique and valuable way to expectation management and the creation of consensus and support in value chains at all levels within the organisation.

Furthermore, The RPA-Cube helps to answer questions about, for instance, the expectations of a certain position, how performance can be assessed and how one can be rewarded for achieved successes.

The RPA-Cube in practice

The RPA-Cube helps analyse the different result areas needed to perform a role successfully and improve overall performance. This tool is ideally positioned to provide insight into:



Individual talent development and which talents and skills are needed to deliver optimal results in a particular position;



How to find the best candidate for a position most effectively and efficiently;



The extent to which the results as described in the job title
fits the needs of the organisation;



How to create consensus on what it takes to perform well
in certain areas of the business;



How to match talent with job descriptions during
recruitment and onboarding processes and keep these
processes in line with changes in an organisation.

The RPA-Cube for individuals

Connecting result areas to talents

The RPA-Cube is a very suitable tool for individuals because it shows how they can connect their personal result-areas to their talents, personality traits and experience and how these can contribute to all result-areas set up within the team or organisation.



The RPA-Cube for teams

Aligning team result-areas with individual result-areas

The RPA-Cube is a very suitable tool for individuals because it shows how they can connect their personal result-areas to their talents, personality traits and experience and how these can contribute to all result-areas set up within the team or organisation.





What does it mean for our organisation and its people?

Human Insight partners use the RPA-Cube to assess organisational blind spots and quantify their gut feelings about effective performance parameters. By analysing what is needed for a particular position or in a team, a better understanding of the relationship between individuals' natural contributions and their responsibilities is created, so they can be given the right support.

The RPA-Cube has the unique ability to visualise the actual contribution of a result area in its strategic context and to cluster multiple result areas in one overview. These data visualisations simplify further discussions on performance and strategy.



The RPA-Cube and other Human Insight tools

AEM-Cube®

What do individuals naturally contribute to when it comes to organisational growth and change? How do we connect these natural contributions to strategy execution?

Growth-Curve

Where are we currently as a team and organisation? What challenges come our way? What must we overcome in order to keep growing?

ACT-Cube®

Where do different business units contribute to the Growth-Curve, are they optimally aligned to our current strategic objectives and are they contributing in a consistent, reliable manner?

Qi Index

Do people experience an environment of psychological safety and cognitive diversity where they can focus on executing their strategic priorities?



Human Insight
Zuid Hollandlaan 7
2596 AL The Hague
The Netherlands

+31 (0)85 822 98 27
info@human-insight.com
www.human-insight.com