



Harnessing AI for Procurement Excellence: Preparing Your Team for the Future

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rebecca.kassa@simplar.com



center4procurement.org

OUR MISSION

The Center for Procurement Excellence (CPE) mission is to improve the effectiveness of public and private procurement worldwide, through:

- Education and training of professionals in the procurement and delivery of goods and services
- Promoting excellence in the solicitation aspects of the procurement profession
- Standardizing procurement practices and solicitation practices
- Advocating for global improvements for advancement to procurement policy



Simplar

- Consultancy, Research, OCM, and Trainers
- Expertise with **all parties** (owners & vendors)
- Provide **consulting, tools, training** for:
 - Procurement & Sourcing
 - Project Delivery
 - Organizational Readiness & Transformation
 - Risk-based Partnering & Planning
 - Project & Risk Management, Project Controls
 - Performance Measurements



Simpliar

- Becoming a **Client of Choice**
- Becoming a **Performance-Based Vendor**
- Other things:
 - Industry Benchmarking
 - Human Dimensions/Team Optimization
 - Talent Development
 - Workforce Studies
 - Exploratory research
 - Policy & Regulations
 - Standards & Templates



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property management
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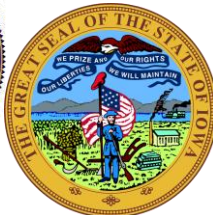


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Harnessing AI for Procurement Excellence



Agenda

- What is AI
- How will AI Impact Procurement?
- AI Demonstration
- Great Resources at the End!!!



PERSONAL FINANCE

A.I. is on a collision course with white-collar, high-paid jobs — and with unknown impact

PUBLISHED MON, JUL 31 2023 7:30 AM EDT

BUSINESS

Two-Thirds of Jobs Are at Risk: Goldman Sachs A.I. Study

...nt bank's economists estimate that 46% of administrative positions, ... positions, and 37% of engineering jobs could be replaced by artificial

Forbes

ENTERPRISE TECH

Half Of All Skills Will Be Outdated Within Two Years, Study Suggests

Joe McKendrick Senior Contributor

I track how technology innovations move markets and careers

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Oct 14, 2023, 11:20am EDT

Guardian

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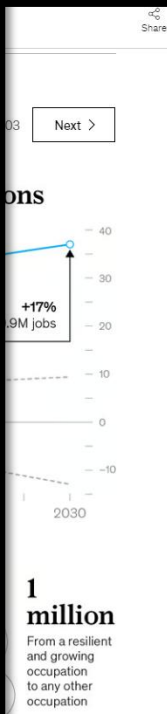
The Guardian

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AI having 'positive impact' on UK jobs but could increase regional inequalities, says report

Study finds new technologies have created and upskilled jobs but disparities in education and investment may affect pace of change




Tesla posts new AI, robotics jobs after record layoffs



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Survey reveals almost half of all managers aim to replace workers with AI, could use it to lower wages

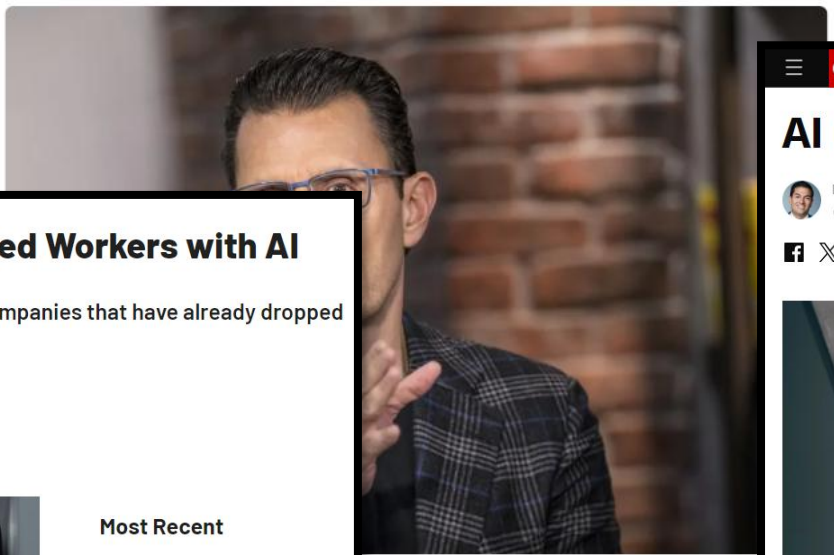
Define "collaborative"
By Rob Thubron March 25, 2024 at 9:51 AM | 40

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AI plays role as tech layoffs surpass 100,000 in 2024

Tech
Jul. 14, 2024 8:00 AM ET | Intuit Inc. (INTU) Stock, OTEX Stock, PATH Stock, OTEX:CA Stock | AAPL, MSFT, META... | By Brandon Evans, SA News Editor | 12 Comments

Exclusive: Intuit is laying off 1,800 employees as AI leads to a strategic shift



Companies That Have Already Replaced Workers with AI

The AI job takeover is in full swing for many. Here's a list of companies that have already dropped workers for AI.

Written by  Isobel O'Sullivan Updated on  March 12, 2024



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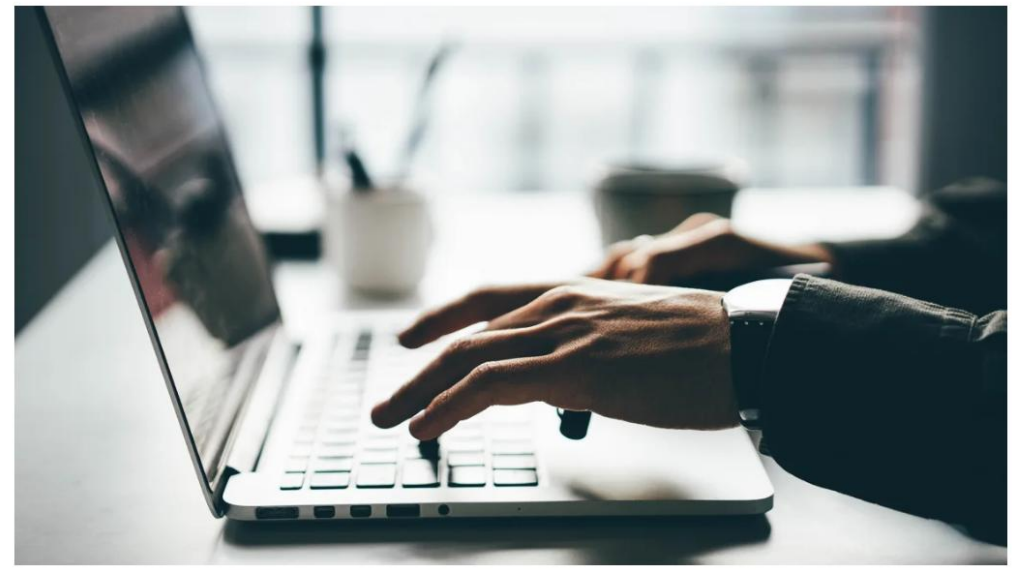
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Adam Marshall - 7 hours ago

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AI is replacing human tasks faster than you think

By Matt Egan, CNN
5 minute read · Updated 2:02 PM EDT, Thu June 20, 2024



...00 of its global employees—10% of its the company. But leadership says the

ChatGPT-5: release date, price, and what we know so far



Suswati Basu | Tech Journalist

Fact Checked by Sam Shedden

Last updated: 4 July, 2024

Disclosure

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Reuters World Business Markets Sustainability Legal Breakingviews Technology Investigation

Artificial Intelligence

Exclusive: OpenAI working on new reasoning technology under code name 'Strawberry'

By Anna Tong and Katie Paul

July 15, 2024 7:37 AM MST - Updated a day ago

Companies that use AI to replace workers will ultimately lose, Stanford University professor says

Sawdah Bhaijiya Jan 17, 2024, 9:17 AM MST

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Introduction to AI

What is AI?

Artificial intelligence (AI) refers to systems or machines that mimic human intelligence to perform tasks and can iteratively improve themselves based on the information they collect. AI manifests in various forms, such as:

Machine Learning (ML): This involves algorithms that learn patterns and insights from data without being explicitly programmed. For instance, a machine learning model could learn to identify cats in photos by analyzing thousands of images.

Deep Learning (DL): is a subfield of machine learning that is particularly effective at learning from large amounts of data. It uses algorithms called neural networks that are designed to recognize patterns and features in data in ways that mimic human brain function, albeit at a very simplified level. Uses large sets of raw data

Natural Language Processing (NLP): It mimics human language and is the technology behind how machines understand and interact with human language. It's used in applications like chatbots, translation services, and voice-activated assistants. Uses data to make predictions.

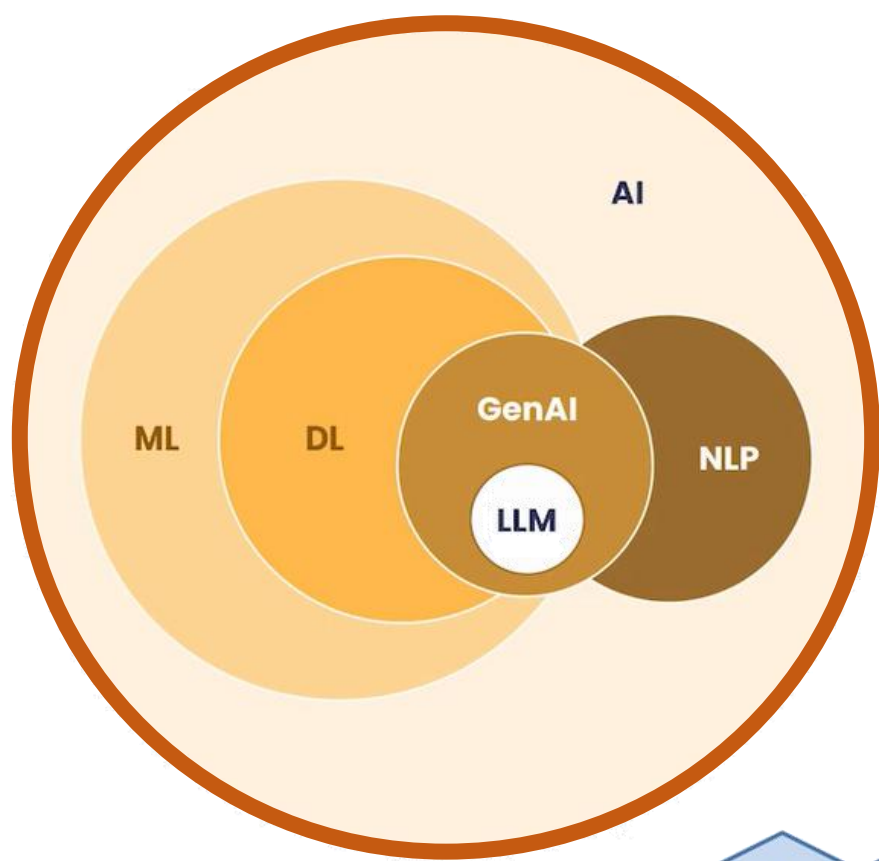
Large Language Model (LLM): No longer just mimicking natural language, but able to understand and respond/speak with contextually relevance.

Generative AI (GenAI): A type of artificial intelligence that can create new content like text, images, music, audio, and videos. Generative AI uses neural networks to identify structures and patterns in existing data to generate new content. This allows computers to produce outputs that are often indistinguishable from human-generated content.

Robotics: This involves designing robots that can perform tasks that are usually done by humans. These robots often use AI to handle tasks such as navigating around obstacles or manipulating objects.

Computer Vision: AI in this field enables machines to interpret and make decisions based on visual data. Applications include facial recognition systems, medical image analysis, and autonomous vehicles.

Expert Systems: These are AI systems that use databases of expert knowledge to offer advice or make decisions in such areas as medical diagnosis and the stock market.



WRITING	CHATGPT	GRAMMARLY	COPY.AI
DESIGN	CANVA	FIGMA	BRANDLORD
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PRODUCTIVITY	NOTION	LOOP	CODA
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Artificial Intelligence	Artificial Intelligence, is the development of computer systems that mimic human intelligence to perform tasks like learning, problem-solving, and decision-making.
Machine Learning	Supervised Learning : Supervised learning is a type of machine learning where a model is trained on a labelled dataset, making predictions based on input features and adjusting through iterative feedback.
	Unsupervised Learning : Unsupervised learning discovers patterns in data without labelled guidance, allowing the model to identify inherent structures or relationships autonomously.
	Reinforcement Learning : Reinforcement learning is where an agent learns by interacting with an environment, optimizing decisions based on received rewards or penalties.
Deep Learning	Deep learning employs neural networks with multiple layers to automatically learn and extract hierarchical features from data.
Gen AI	Generative AI, creates original content or solutions autonomously, extending beyond mimicking human intelligence to generate novel and creative outputs.

Machine Learning-Cat (133 Companies)

Machine Learning-App (280 Companies)

Computer Vision-Gen (106 Companies)

Computer Vision-App (43 Companies)

Smart Robots (66 Companies)

Virtual Personal Assistants (93 Companies)

Artificial Intelligence

Speech to Speech Trans. (18 Companies)

Context Aware Comp. (28 Companies)

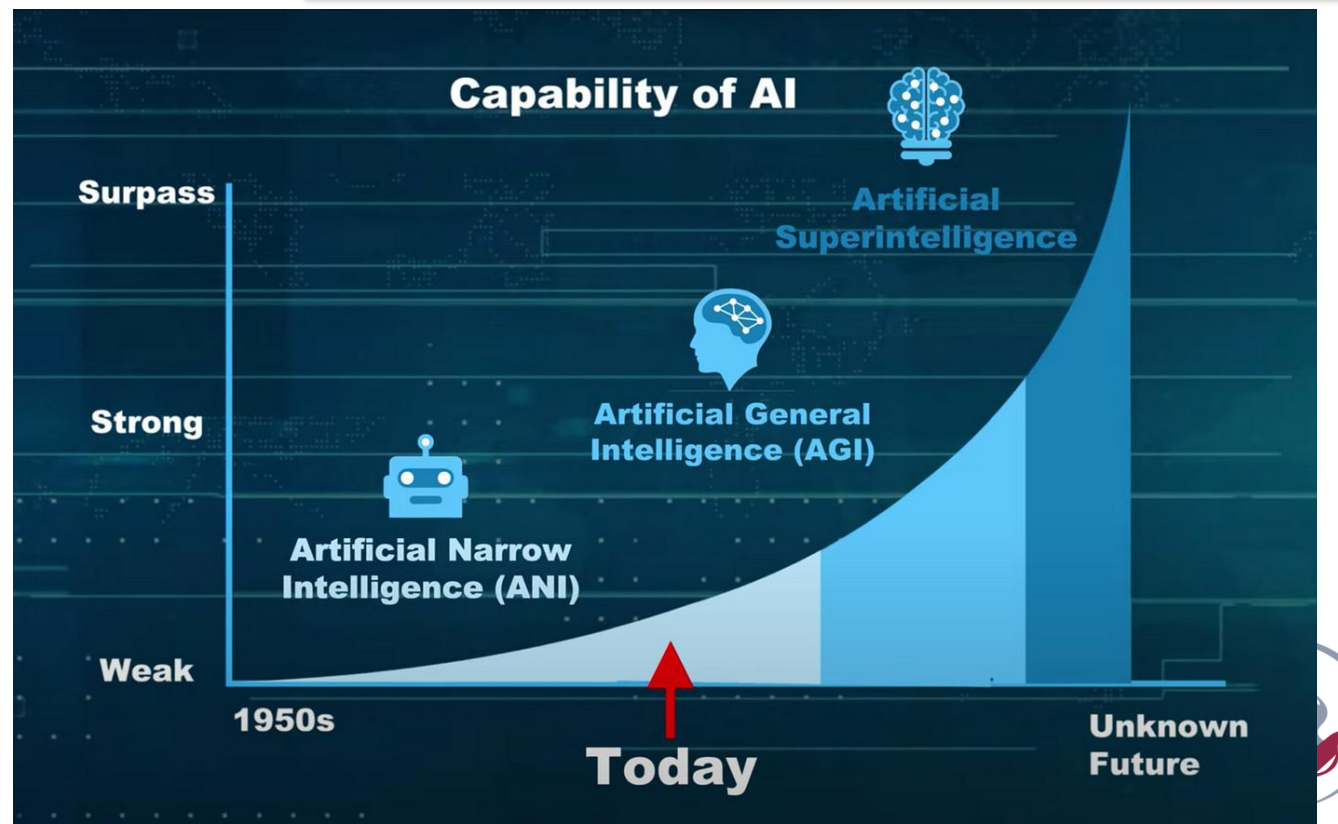
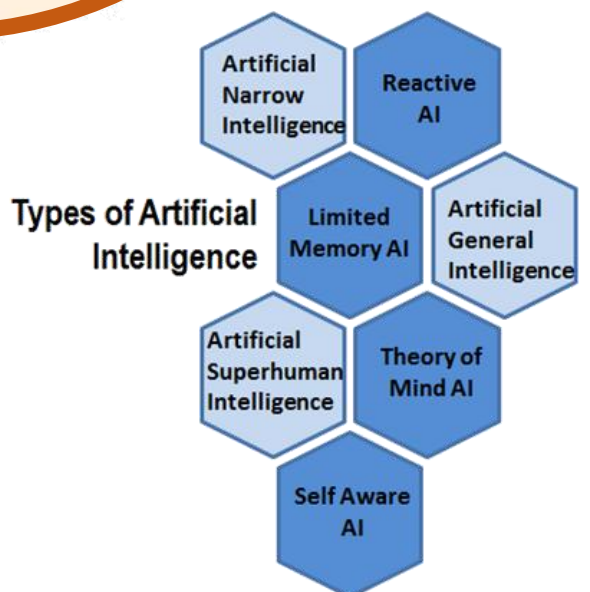
Gesture Control (33 Companies)

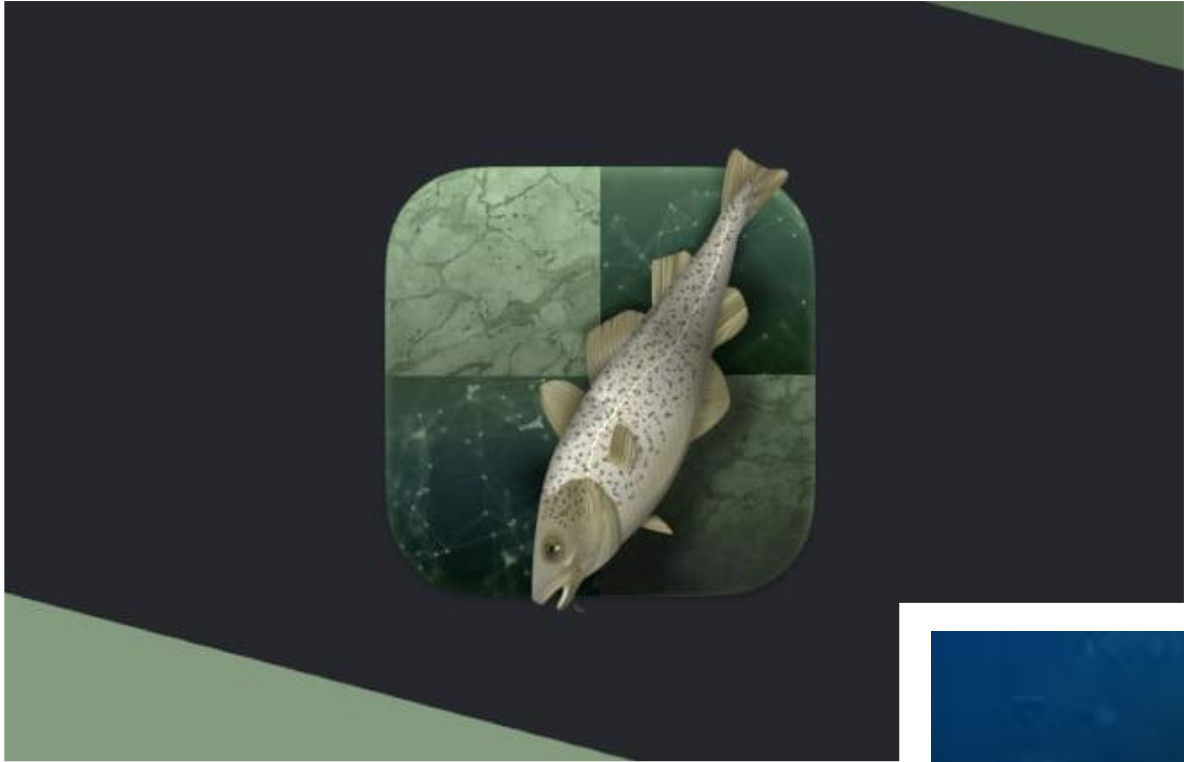
Recommendation Eng. (80 Companies)


Video Content Recog. (14 Companies)

Contact info@venturescanner.com to see all 957 companies

Venture Scanner





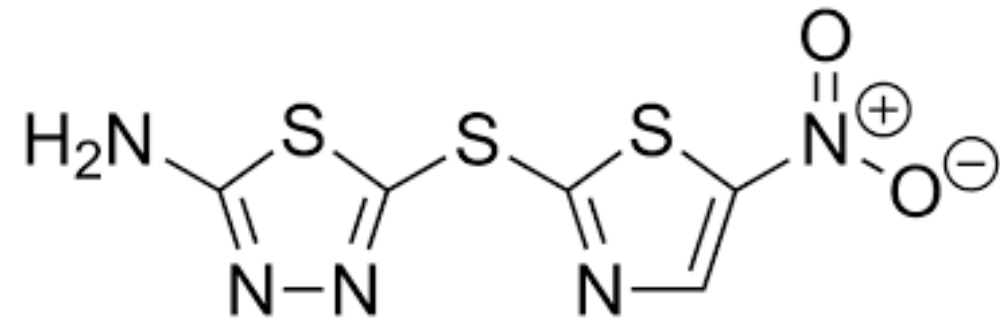


“Chess has
been shaken to
its roots by
AlphaZero”

- Garry Kasparov

*Russian Chess Grandmaster, World Champion (1985
to 2000), Ranked #1 for 255 Consecutive Months*

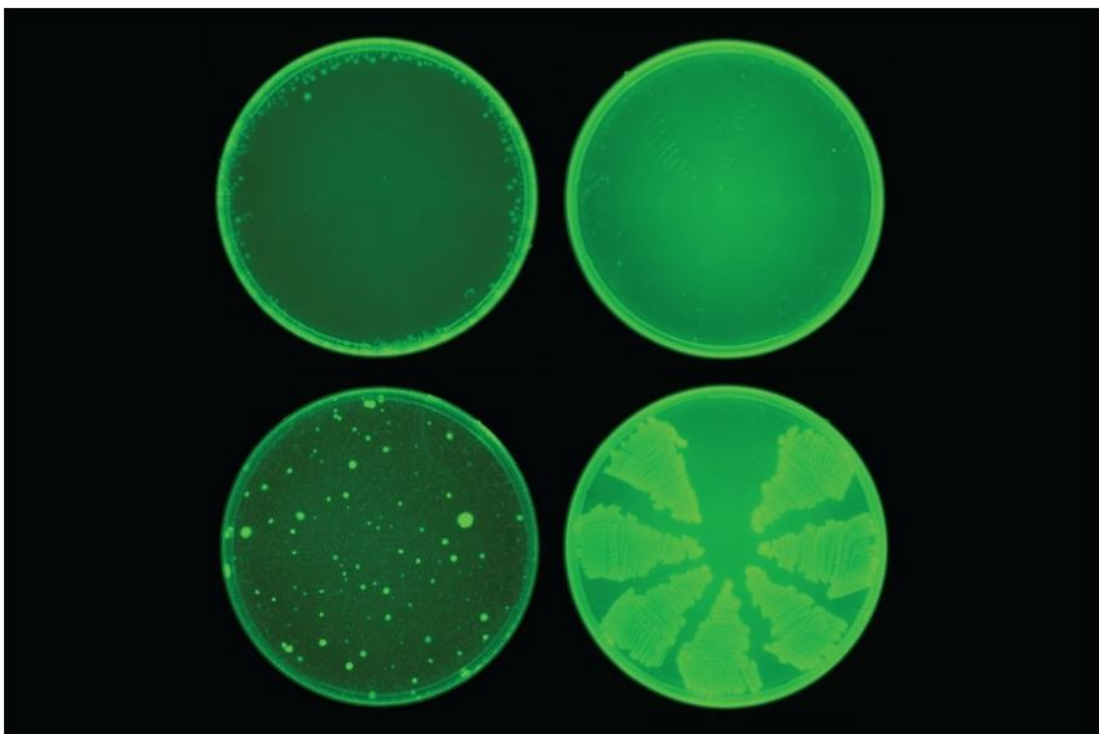




Artificial intelligence yields new antibiotic

A deep-learning model identifies a powerful new drug that can kill many species of antibiotic-resistant bacteria.

Anne Trafton | MIT News Office
February 20, 2020



> [Antibiotics \(Basel\)](#). 2021 Dec 2;10(12):1480. doi: 10.3390/antibiotics10121480.

Assessment of the Antibacterial Efficacy of Halicin against Pathogenic Bacteria

Rayan Y Booq¹, Essam A Tawfik^{1 2}, Haya A Alfassam², Ahmed J Alfahad¹, Essam J Alyamani¹

Affiliations + expand


PMID: 34943692 PMCID: [PMC8698312](#) DOI: [10.3390/antibiotics10121480](#)

Abstract

Artificial intelligence (AI) is a new technology that has been employed to screen and discover new drugs. Using AI, an anti-diabetic treatment (Halicin) was nominated and proven to have a unique antibacterial activity against several harmful bacterial strains, including multidrug-resistant bacteria. This study aims to explore the antibacterial effect of halicin and microbial susceptibility using the zone of inhibition and the minimum inhibition concentration (MIC) values while assessing the stability of stored halicin over a period of time with cost-effective and straightforward methods. Linear regression graphs were constructed, and the correlation coefficient was calculated. The new antibacterial agent was able to inhibit all tested gram-positive and gram-negative bacterial strains, but in different concentrations-including the *A. baumannii* multidrug-resistant (MDR) isolate. The MIC of halicin was found to be 16 µg/mL for *S. aureus* (ATCC BAA-977), 32 µg/mL for *E. coli* (ATCC 25922), 128 µg/mL for *A. baumannii* (ATCC BAA-747), and 256 µg/mL for MDR *A. baumannii*. Upon storage, the MICs were increased, suggesting instability of the drug after approximately a week of storage at 4 °C. MICs and zones of inhibition were found to be high ($R = 0.90$ to 0.98), suggesting that halicin has a promising antimicrobial activity and may be used as a wide-spectrum antibacterial drug. However, the drug's pharmacokinetics have not been investigated, and further elucidation is needed.

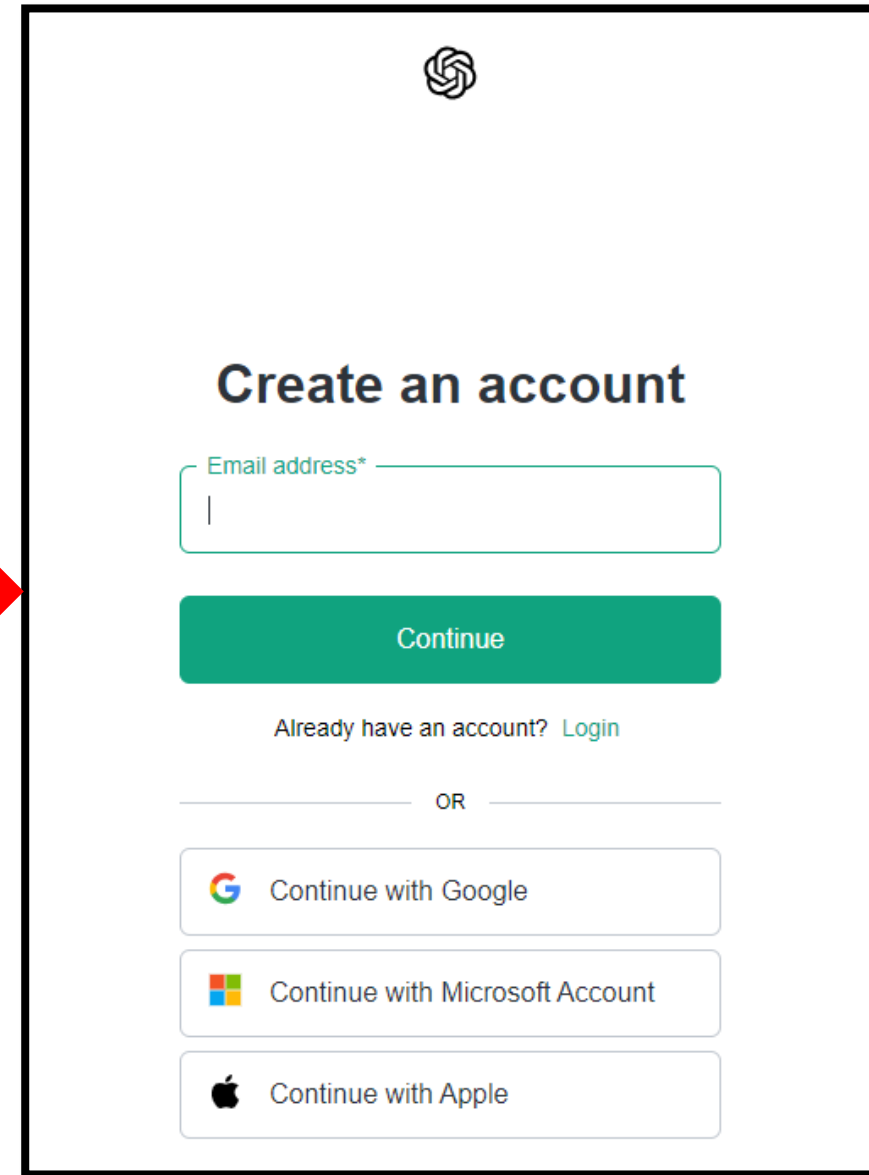
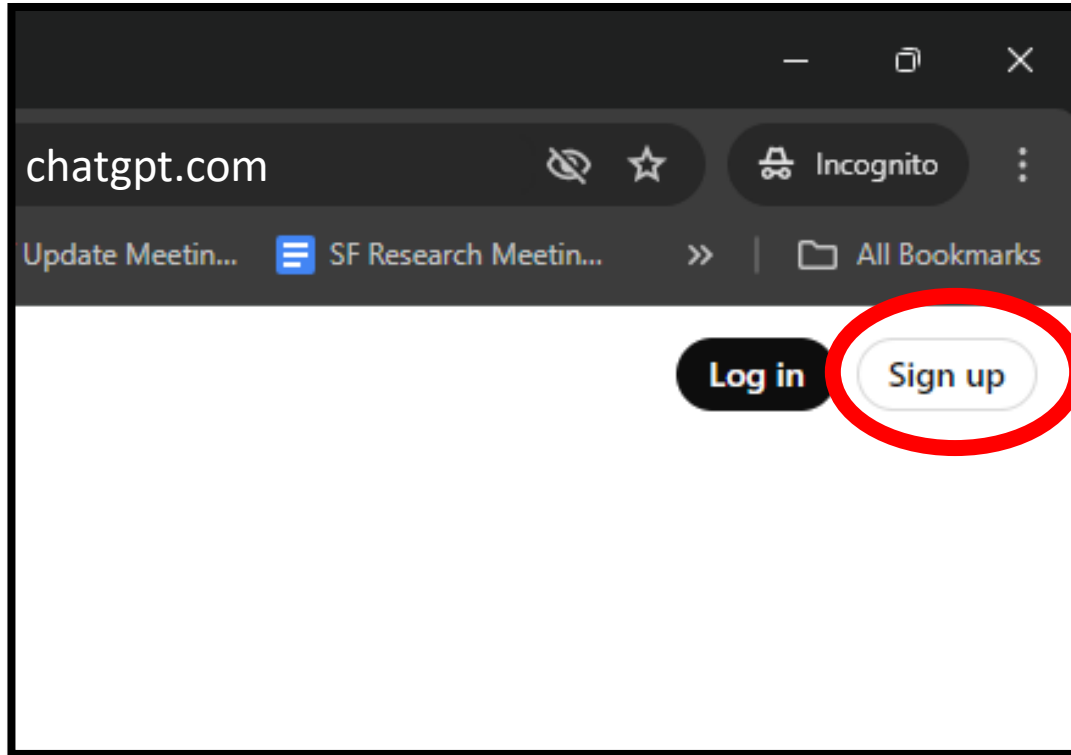


K **You**
what are you?

 **ChatGPT**

I'm an AI language model created by OpenAI, based on the GPT-4 architecture. I'm designed to understand and generate human-like text based on the input I receive. I can assist with a wide range of tasks, including answering questions, providing explanations, helping with writing, engaging in conversation, and generating creative content. My abilities are grounded in a large amount of data I was trained on, which helps me respond to various topics and queries in a conversational and informative manner.

Sign Up for ChatGPT Account Free



K

You

what is a gpt



ChatGPT

"GPT" stands for Generative Pre-trained Transformer. It is a type of artificial intelligence model developed by OpenAI that uses deep learning techniques, specifically a type of neural network known as a transformer, for natural language processing (NLP) tasks. Here are the key components of GPT:

This is GPT

1. **Generative:** This term indicates that the model can generate text. It can produce coherent and contextually relevant sentences based on the input it receives, making it useful for a variety of applications like writing assistance, conversation, and content creation.
2. **Pre-trained:** GPT models are pre-trained on a diverse and large corpus of text. This training involves learning the statistical relationships between words, phrases, and other elements of language from this vast dataset. This pre-training helps the model understand language and context before it is fine-tuned for specific tasks.
3. **Transformer:** The model architecture is based on the transformer mechanism, which is highly effective at handling sequences of data (like sentences in text). Transformers use mechanisms called attention and self-attention to weigh the importance of different words in a sentence, regardless of their distance from each other in the text. This allows GPT to generate text that is relevant and contextually appropriate over longer distances than previous models could handle.

ChatGPT correctly diagnosed a 4-year-old's mysterious disease after 17 doctors failed

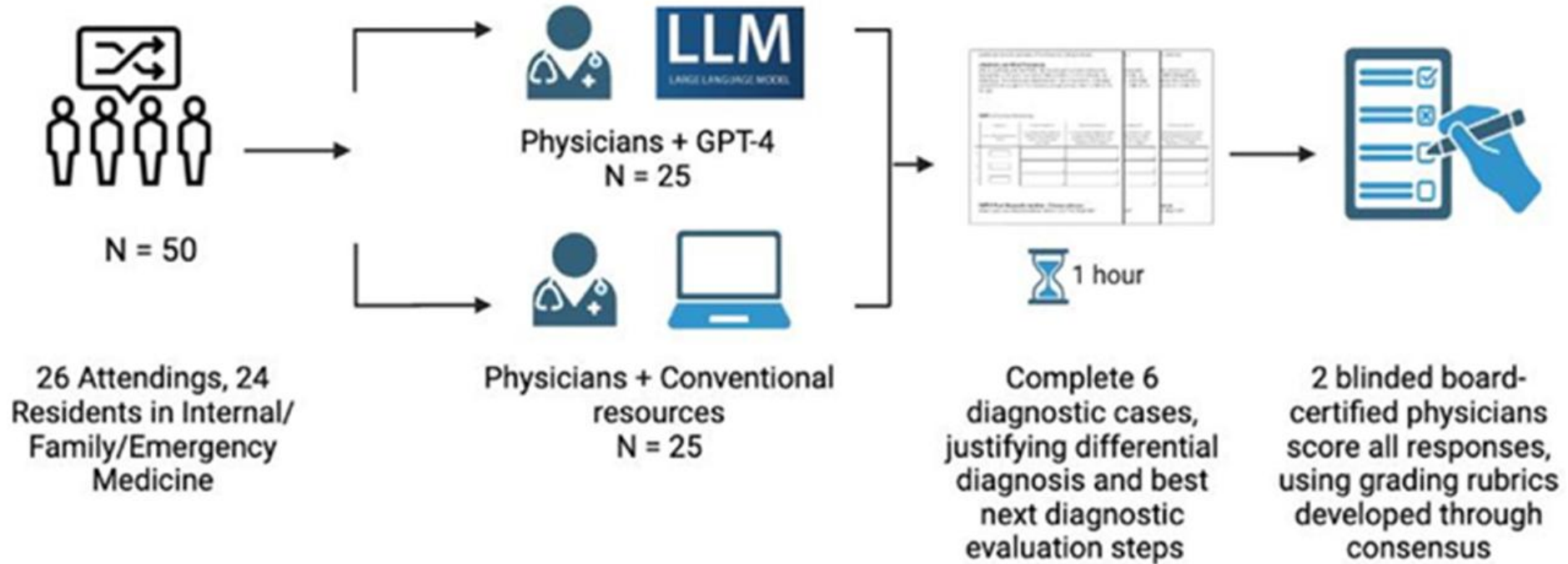
Kate Hull Sep 12, 2023, 3:20 PM MST

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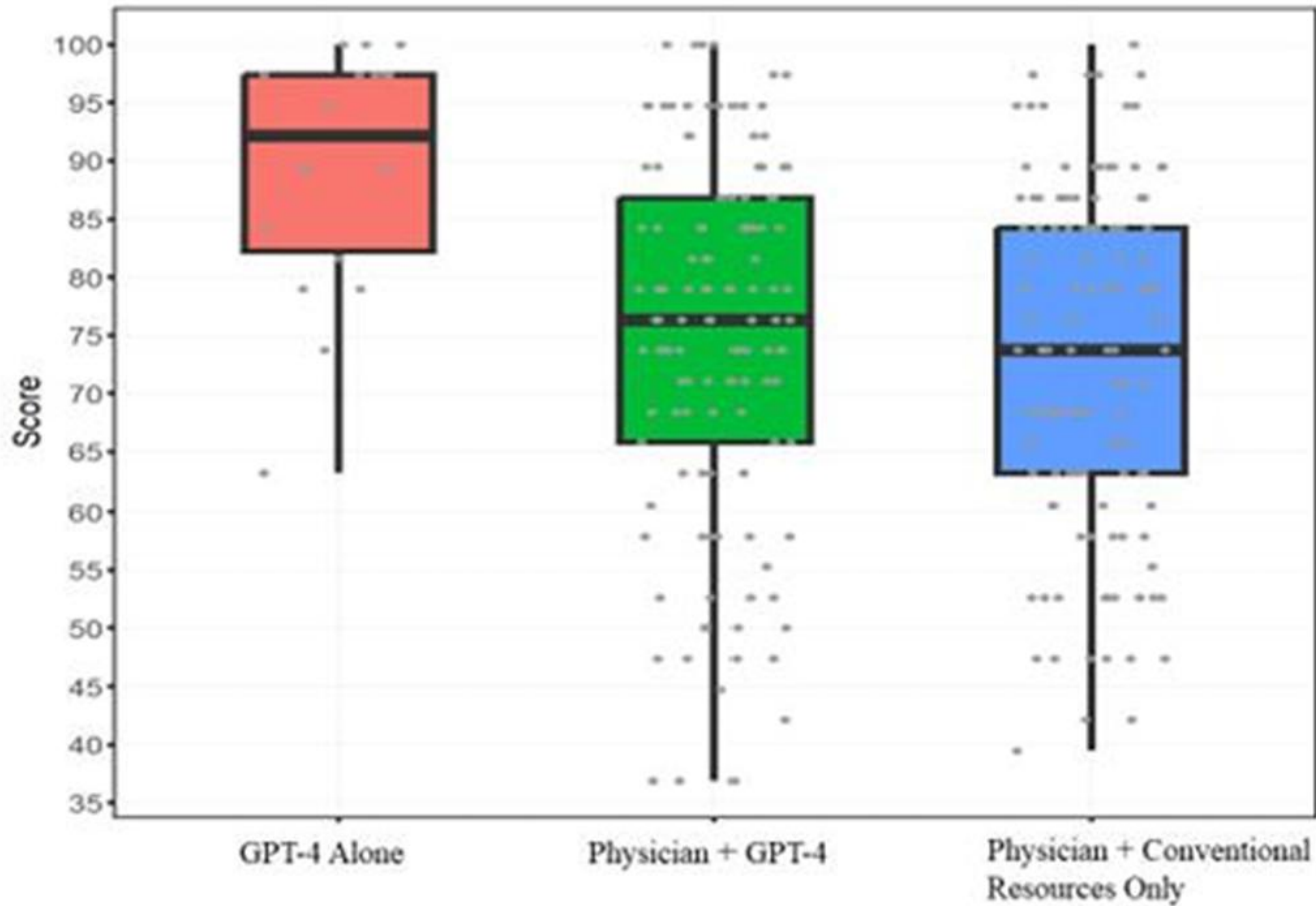
“I went line by line of everything that was in his (MRI notes) and plugged it into ChatGPT,” she says. “I put the note in there about ... how he wouldn’t sit crisscross applesauce. To me, that was a huge trigger (that) a structural thing could be wrong.” (Mother)

eFigure 2: Study Flow Diagram



50 Physicians randomized to complete a diagnosis quiz with GPT-4 vs. conventional resources. Participants were asked to offer differential diagnosis with supporting statements of findings in favor or against each differential, and to propose best next diagnosis evaluation steps.

eFigure 1. Distribution of Diagnostic Performance Scores of Physician + GPT-4 vs. Physician + Conventional Resources Only



Caption: Participants were randomized to access GPT-4 in addition to conventional diagnostic resources or to just conventional resources. GPT-4 alone scored 15.5 percentage points (95% CI 1.5 to 29, $p=0.03$) higher than the conventional resources group.

i like it but we do not need humans as doctors. humans are only patients. the doctors are all ai's



Here is the updated image featuring a cheerful human patient surrounded only by AI physicians, with no human doctors present. The advanced, futuristic setting emphasizes the AI-driven care. Let me know if there are any additional tweaks you'd like!



GPT Options

Featured

Curated top picks from this week



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By scispace.com



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Most popular GPTs by our community



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By NAIF J ALOTAIBI



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Writing

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Write tailored, engaging content with a focus on quality, relevant keywords, and word count.

By puzzle.today



AI Humanizer Pro

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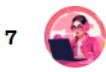
By bypassgpt.ai



Generator Text to Video Maker

The Assistant helps you create high-quality video prompts by easily utilizing InVideo technology.

By Sora Video



ChatPRD - AI for Product Managers

An on-demand Chief Product Officer that drafts and improves your PRDs, while coaching you to become an elite product manager.

By Claire V Lawless



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9

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Video Maker

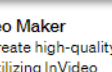
4.2 ★ - Make engaging videos with voiceovers with this Video GPT!

By invideo AI



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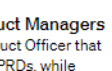
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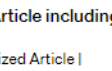
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10



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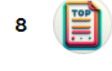
By gpts.webpilot.ai



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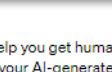
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Whimsical

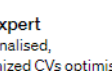
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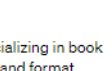
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9

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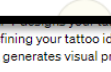
By community builder



Web Browser

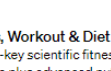
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By pixelsbrand.com



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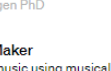
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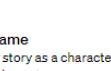
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Song Maker

Create music using musical theory. Discover essential songwriting tips to compose music and create songs. This...

By @CustomizedGPTs



DeepGame

Play any story as a character. You decide what to do next.

9

By Utile Labs



Scholar GPT

Enhance research with 200M+ resources and built-in critical reading skills. Access Google Scholar, PubMed, JSTOR, Arxiv, an...

By awesomegpts.ai



Diagrams & Data: Research, Analyze, Visualize

Complex Visualizations (Diagram & Charts), Data Analysis & Research. For Coders: Visualize Databases, UserFlows, ERD,...

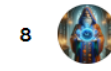
By Max & Kirill Dubovitsky



Wolfram

Access computation, math, curated knowledge & real-time data from WolframAlpha and Wolfram Language,...

By gpt.wolfram.com



Finance Wizard

I predict future stock market prices. AI analyst. Your trading analysis assistant. Press H to bring up prompt hot key menu...

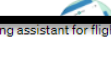
By titantrades.com



SciSpace

Do hours worth of research in minutes. Instantly access 200M+ papers, analyze papers at lightning speed, and effortlessly...

By scispace.com



PDF Reader

Your travel planning assistant for flights, hotels, & cars

By kayak.com



Rizz GPT

Your go-to dating message expert, ready to boost your charm!

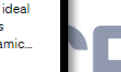
By 6hive.ee



Books

Your AI guide in the world of literature and reading. New updated instructions!! [sponsored actions]

By Josh Brent N. Villocido



AutoExpert (Chat)

Tired of lightweight answers? I am the ideal GPT for the curious human that always wants to learn more. I'll impanel a dynamic...

By Dustin Miller

Security & privacy

OpenAI is committed to building trust in our organization and platform by protecting our customer and user data, models, and products.

Enterprise privacy

Consumer privacy

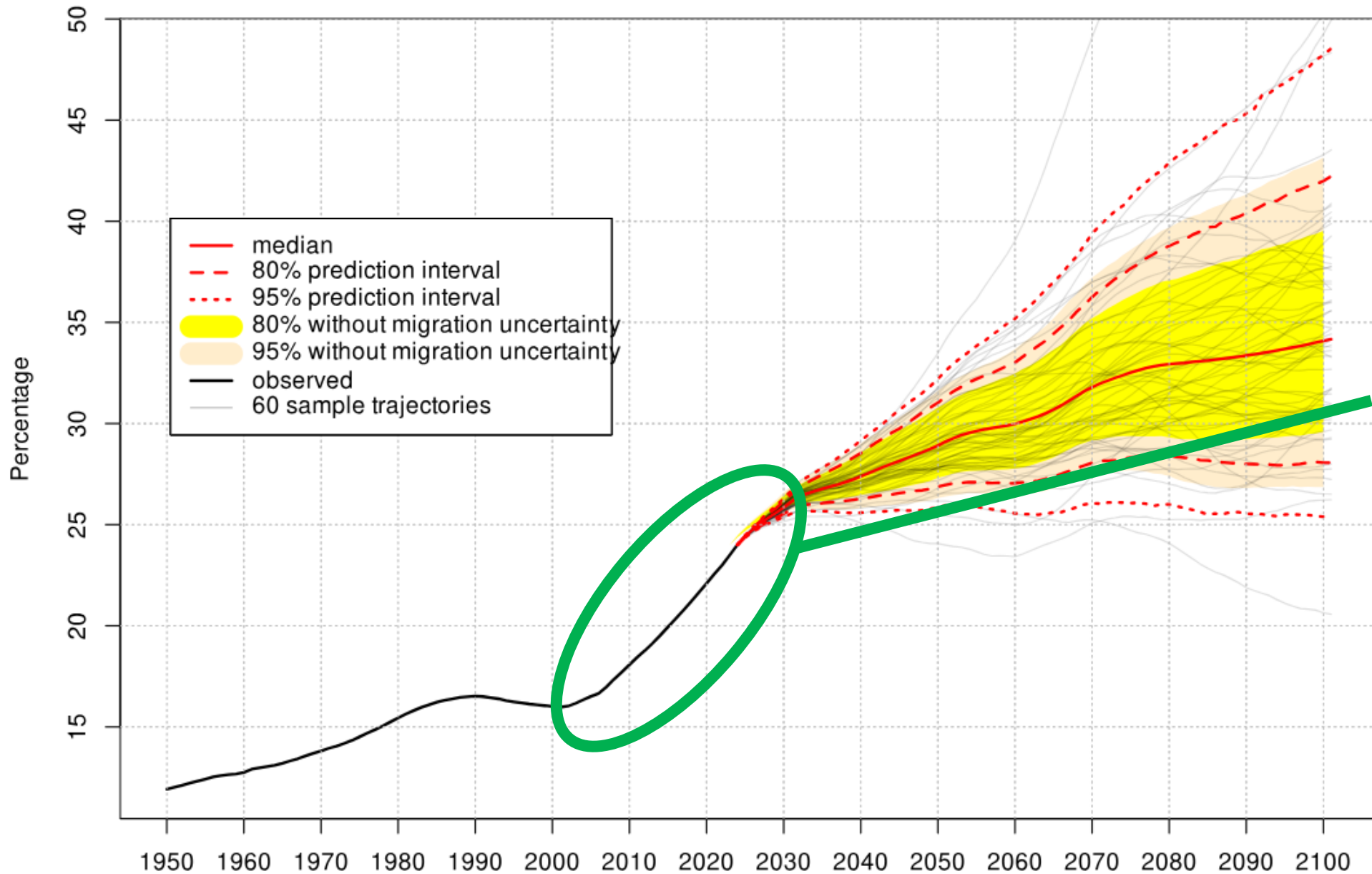
OpenAI invests in security as we believe it is foundational to our mission. We safeguard computing efforts that advance artificial general intelligence and continuously prepare for emerging security threats.

Major Takeaways

- AI is not a computer program.
- It is completely different than any other technological innovations that we have ever seen.
- Data could mean several different things.
- It is absolutely a tool that procurement should keep in mind!

What Does this Mean for Procurement?

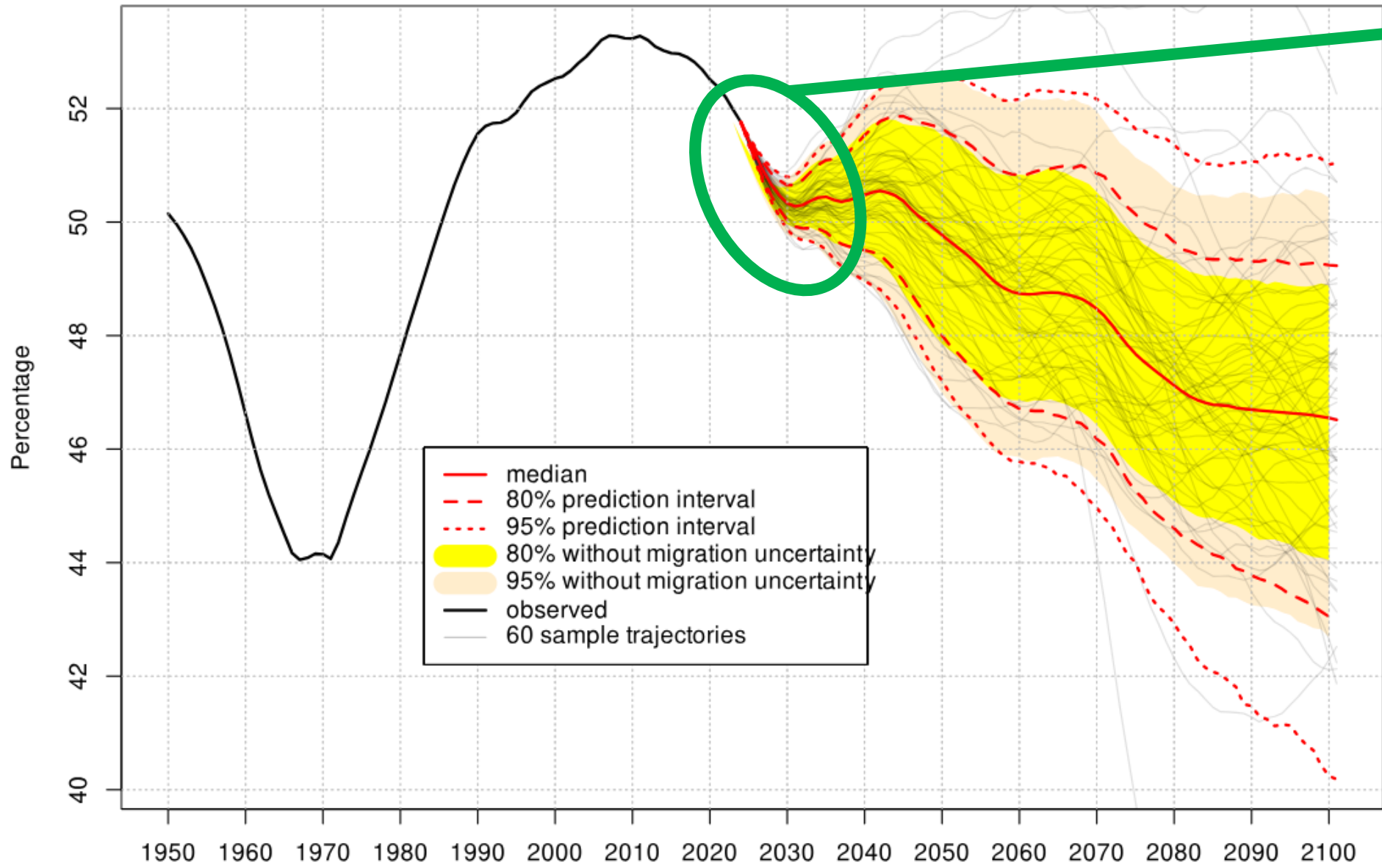
United States of America: Percentage of population aged 60 years or over



Near Exits

*-60+ yr olds as a % of population has grown 50%
-Doesn't level off to mid-2030s*

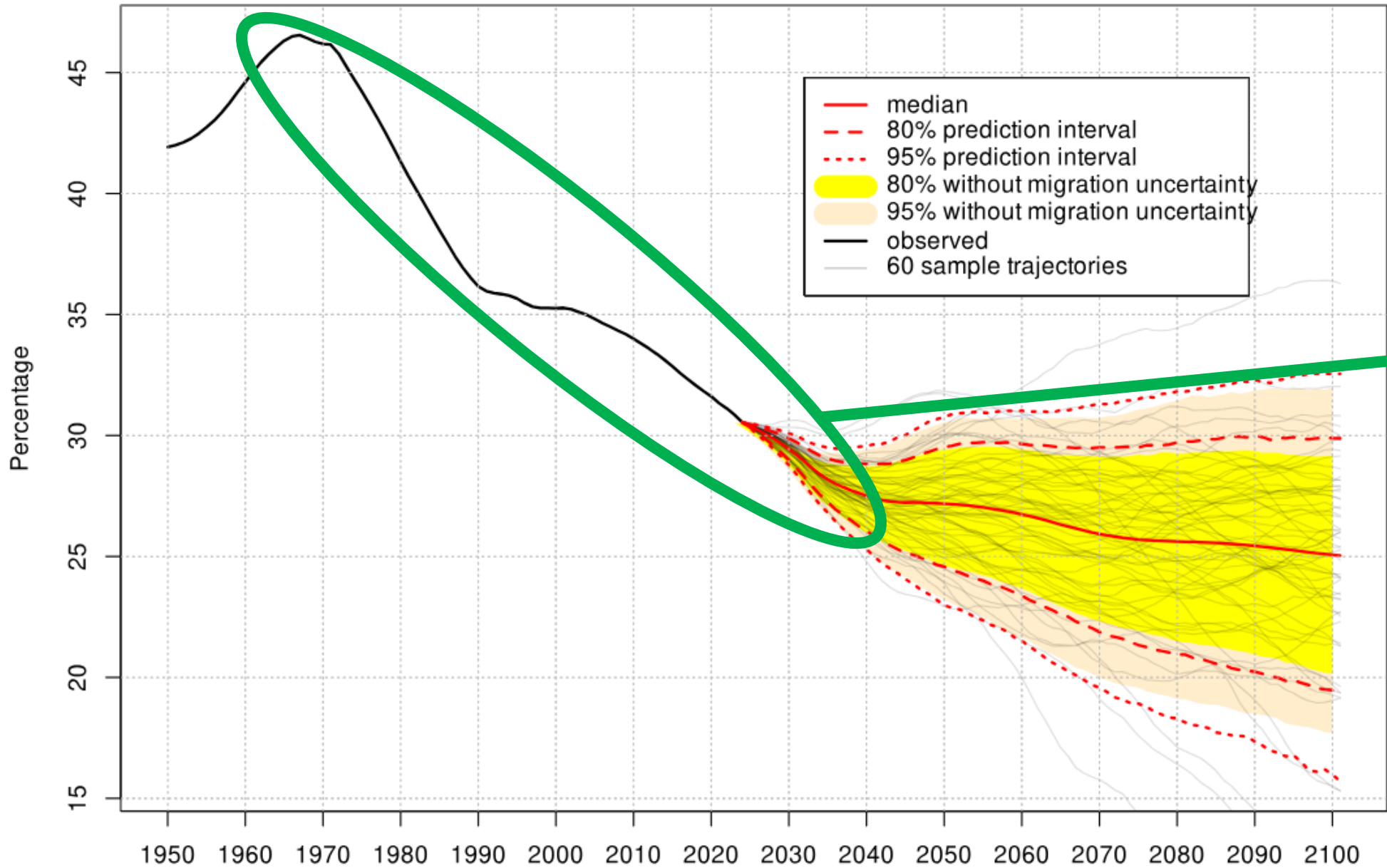
United States of America: Percentage of population aged 25-64 years



Total Workforce Keeps Shrinking until Early 2030s

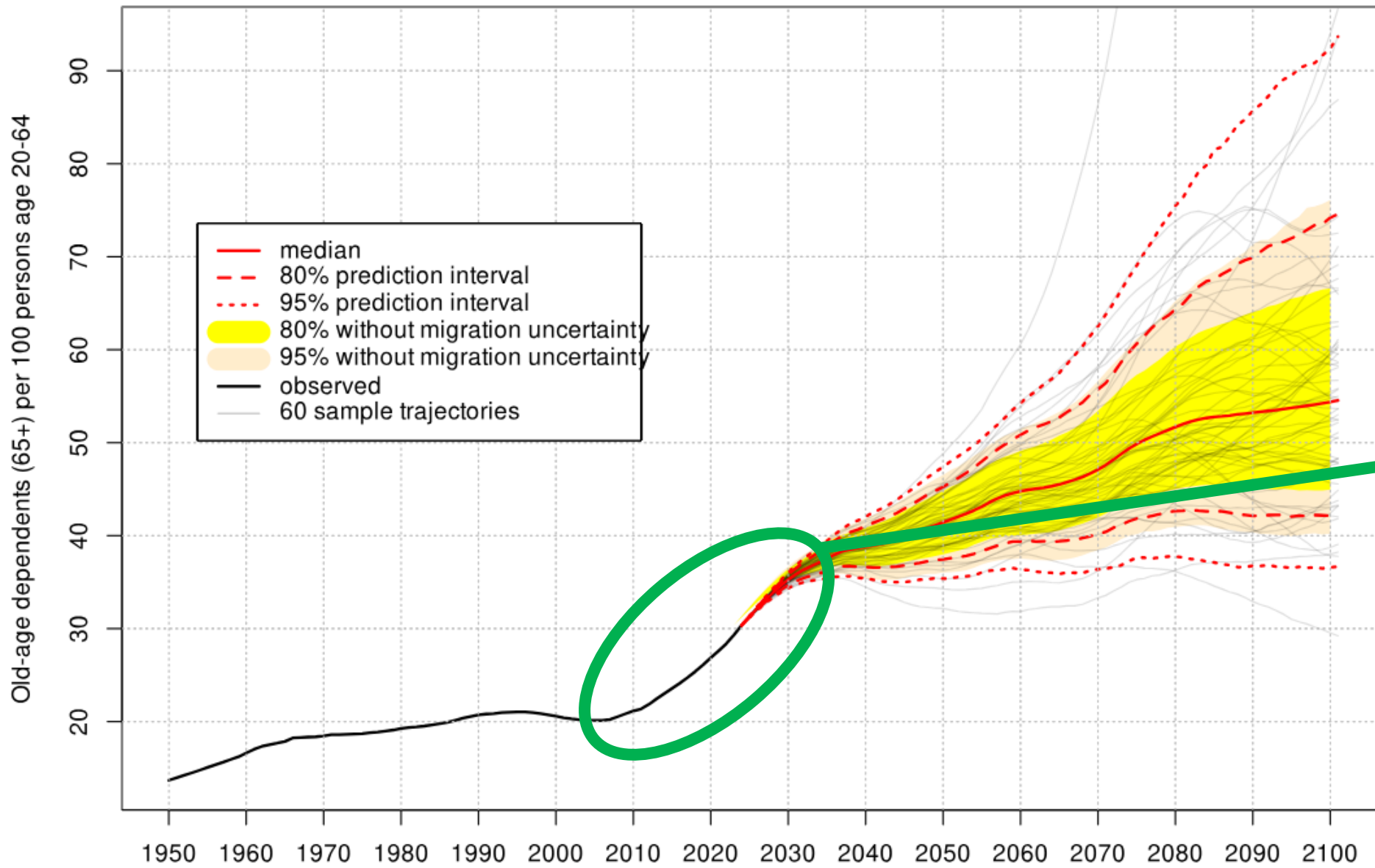
Additional 5%+ Drop in Total Workforce over next 7-10yrs

United States of America: Percentage of population under 25 years of age



No More Senior Discounts
Massive decrease in future workforce as a % of population

United States of America: Old-age Dependency Ratio $\left(\frac{\text{Age 65+}}{\text{Age 20-64}}\right)$



**Employer
Opportunity:
Family Caretakers
to Double**

Currently about 1 out of 4 have an older family member they care for...this will double in next few years

Contractors are eager to hire



% of firms with openings for:

hourly craft positions



salaried positions



% of contractors with openings that report difficulty filling



Hourly craft positions

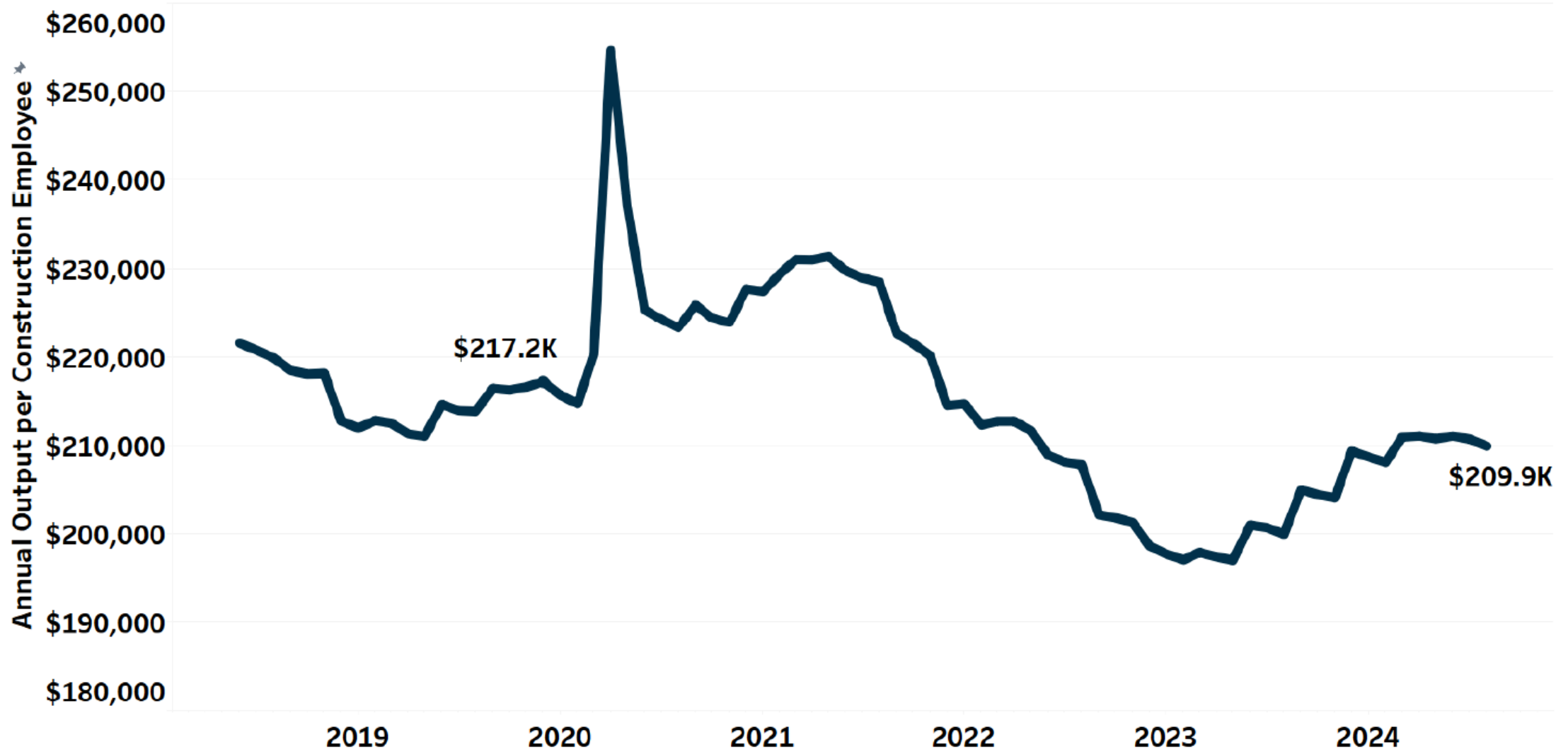


Salaried positions



Output-Per-Worker Remains Below Pre-COVID Levels

Worker productivity fell by 15% in a 2-year period between 2021 and 2023



Source: Bureau of Labor Statistics and U.S. Bureau of Economic Analysis, calculations by ConstructConnect

Mid- and Long-Term Outlook

this is the

BEST

it will ever be

(for the remainder of our careers)



What does this mean for procurement?

There is an absolute need in the procurement industry to tackle this reality!

- AI can be a tool to assist you with demographic & workforce pressures currently facing the industry.
- AI can help you augment your productivity
 - Add more value in less time
 - Quickly do things that take procurement professionals a lot of manual time
e.g. developing scope, doing market research, gathering requirements...

AI will Change RFPs

CPE predicts Artificial Intelligence
will fundamentally change
the supplier/client relationship
and make solid RFP processes
more important than ever!



What does this mean for procurement?

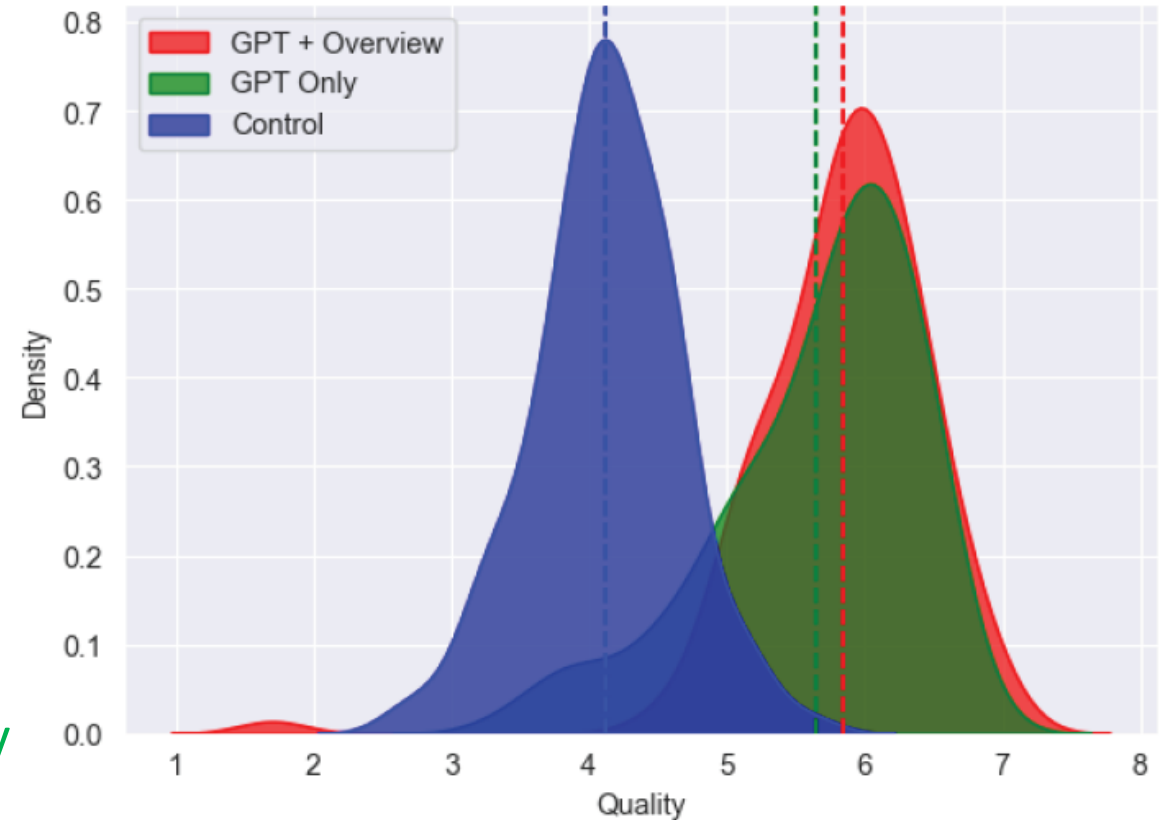
- The main thing that will matter will be the people and the relationships
 - Who can give me the best people to perform this job?
- How can you proactively arrange your procurement processes and procedures to be ready for the eventual future?
- And to accomplish that you will probably be adopting AI too!

Currently Two Paths

- People say “AI” but really “two paths”
- **Path 1: Generative + Assistance (Good to OK now)**
 - ChatGPT, Gemini, Co-Pilot, plugins for current apps/software
- **Path 2: AI Enable Solutions (Wild West)**
 - “Applications/Software”
 - 6000+ in past 12 months

A Piece of the Workforce Solution

- Generative AI is here **NOW**
- Recent Study of impact of GenAI
 - 12.2% More Tasks Completed
 - 25.1% Less Time per Task
 - 40% Higher Quality
 - AI Training Significantly Increase Efficacy
 - For control performance
 - For those starting below average performance – AI improved performance 43%
 - For those starting above average performance – AI improved performance 17%
- Our study on students with AI enable tech was significant improvement – 10 to 30% performance impact (+ speed impact)



GenAI use cases in Sourcing & Procurement



Based on Deloitte experience and wholistic view of the Generative AI landscape, the areas highlighted below will be where Generative AI will be most impactful

	Strategic sourcing		Category management		Contract management		PR/PO management		Invoice and payments management	
GAI use cases	RFI/RFP/RFQ generation	Risk assessment Reports	Category strategy generation	Contract drafting	Contract renewal proposal drafts	Purchasing strategy suggestions	Purchase order approval routing	Invoice coding and approval	Payment mode analysis	
	Sourcing optimization suggestions	Bid evaluation Reports	Spend Analytics	Contract amendment drafts	Contract dispute resolution suggestions	Purchase requisition drafts	Purchase requisition-to-order conversion	Payment terms analysis	Payment scheduling	
	Supplier prequalification reports	Sourcing event feedback analysis	Supplier negotiation strategy/scenarios	Contract summary documents	Contract termination notices	Purchase order drafts	Purchase order amendment drafts	Cash flow forecasting	Foreign exchange impact analysis	
	Supplier comparison reports	Sourcing event communications	Supplier communication messages	Contract negotiation suggestions	Contract review/redlining	Purchase requisition approval	Order fulfillment alerts	Early payment opportunities analysis	Fraud detection reports	
								Payment prioritization recommendations	Duplicate invoice alerts	
								Payment status notifications		
	Supply Chain Resiliency									

*The expected impact of GAI is derived considering 2 factors: (i) Degree of automation and (ii) Incremental value addition vis-à-vis current solutions

Expected impact of GAI* ■ High ■ Medium ■ Low



Unique Leadership Consideration

- **Actions today vs tomorrow – what is the timeline?**
 - Generative (ChatGPT) – **NOW**
 - Prepare Data that can be used for GOOD TRAINING - **NOW**
 - AI Apps/Enabled requiring investment – **WAIT (18-36months)**
- **New Impacts - Not experienced from other innovations**
 - Structural impacts – organizational (depts, functions), foundational (basics of construction process, contract, owner role, etc.)
 - Cultural & Mind Impacts – changing work patterns (80%/20% - losing the 80%)
 - Constant Change – change adoption culture
 - Outperforming Humans – new baseline for value and expectations

One Quick Thing About AI....

- In most all previous technologies and innovations – junior (or younger) employees were very effective at teaching and helping the more experienced and senior employees learn and adopt the new technology
 - Largely due to willingness to try innovation that conflicts with traditional or standard practice (and not having invested as much time & expertise)
- For AI, this is being proven to NOT BE TRUE for AI. Juniors are not more capable than seniors at adopting AI
- Best Explanation (currently) = AI technology is so different that being younger is not as advantageous....

Summary

- **AI is not a computer program**
- **Prep your data**
- **Generative AI Tools Now**
- **An early assortment of AI enable specific apps**

AI Demonstration

Harnessing AI for Procurement Excellence: Preparing Your Team for the Future

Download Today's Slides & Resources



center4procurement.org/cappo



[Click here to
join the interest list!](#)

AI Procurement Boot Camp Spring 2025

- ▶ **Three interactive sessions:**
 1. Using AI to Write Better Statements of Work
 2. Unlocking the Power of AI in Data Analytics for Procurement
 3. Creating a Custom-AI Tool for your Organization
- ▶ **AI Tools for Procurement:** Master AI technologies to enhance procurement practices.
- ▶ **Boosted Productivity:** Streamline meeting and email management to improve efficiency.
- ▶ **Contract Analysis:** Quickly analyze and evaluate purchasing contracts.

FREE Online Course! 10 PDH

Now: Jan 7, 14, 21, 28

2025 x 3 times
(Jan, May, Aug)



Better RFPs = Better Projects

- ▶ Session #1 = Organizing a High-Performing RFP
- ▶ Session #2 = Effective Statements of Work (SOWs)
- ▶ Session #3 = Evaluation Best Practices & Vendor Debriefings
- ▶ Session #4 = RFP Administration

NASPO's Procurement U

- ▶ Log on to the Procurement U Learning Management System (LMS) to register, access the course and materials.

www.naspo.org/procurement-u/

– or Email Amy: amy@center4procurement.org

- ▶ Open to all (even non-members of NASPO)⁵²

Look for
these courses on...



NEWer Courses by CPE + NASPO

▶ The 1, 2, 3's of a Great Scoring Matrix (2025x2 = Feb, Oct)

- Session #1: Creating an Evaluation Matrix [90min]
- Session #2: Complexities of Real-World Scenarios [90min]

▶ Deep Dive on Effective Evaluations (2025 x2 = Mar, Oct)

- Session #1: Planning Your Evaluation Strategy [90min]
- Session #2: Training Your Evaluators [90min]
- Session #3: Strategies for the Negotiation Phase [90min]

Free Webinar Series!

3rd Thursdays monthly
@ 12pm Central

15min Teaching Moment

(learn a new tip, trick, or tool)

20min Virtual Peer Group

(network with other procurement professionals)

5min Announcements & Opportunities

(upcoming courses & other ways to get involved)

Office Hours

(open Q&A until the questions run out!)



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Invite your Friends!

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We will send you your personal admission credentials via email.

What is your current job level? ▾

REGISTER NOW!

RFP Doctor Sign-up (FREE)



Previous Recordings Available Online!

How Do You Ask For
(& Evaluate) Cost Proposals
In Software RFPs?

April 15, 2021



Simpliar's Evaluation
Criteria to Minimize
Budget Risk

May 20, 2021



Current State of Practice
In Software RFPs

June 17, 2021



How to do Market
Research More
Effectively

July 15, 2021



"Don't Worry, the
Contract Will
Save Us"

August 19, 2021



The Value of
Debriefings

September 16, 2021



Handling Large IT
Hardware Buys
With Different Scope Packages

October 21, 2021



Vendor of
Record Programs

November 18, 2021



7 Most Deadly
Marketing Phrases

December 16, 2021



It's a New Year -
Ready for the
Next Level?

January 20, 2022



Best Practices for
Evaluator Training

February 17, 2022



Got RFP Soft Skills?

March 17, 2022



center4procurement.org

NEW RESOURCE – CEU Hours!!!

CPE is pleased to announce that all attendees @ **live** “Ask the RFP Doctor” events will receive 1 hr Continuing Education Unit (CEU)!



Human Dimensions Assessment

- **FREE** Personality, Emotional Intelligence, and Behavioral Diagnostics assessment.
- Individualized reports created for each respondent!
- Report provides a detailed insight into an individual's personality type and how it compares with organization & overall industry.
- Information about how the individual compares against the best-in-class in the industry is provided.



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Thank You!

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