

Meet StandOut®

**If you want performance
at your company, focus on
your team leaders. They
accelerate the reaction
between talent and results.**

Marcus Buckingham

Head of the ADP® Research Institute,
creator of StandOut®



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StandOut fuses flexible technology and personalized coaching for real results.

Based on over 25 years of research on what the world's best team leaders do, StandOut gives your team leaders tools to drive development, engagement, and performance. Our intuitively designed Platform integrates simply and easily into how your teams get their work done. StandOut isn't yet another thing your people have to do; it's a tool they will actually want to use.

Take a tour of the tech elements inside the StandOut approach.



Start with each individual's unique best work.

StandOut Assessment

Unlock your people's comparative advantage with the StandOut Assessment. This quick online evaluation reveals individuals' Top 2 "Strength Roles," capturing the ingrained traits that help them win at work.



Then, fuel focus with light-touch conversations.

Check-Ins

The data is clear: regular, light-touch conversations about near-term future work, at the right cadence, increase engagement significantly. StandOut's Check-Ins make it easy for your leaders and teams.



Next, measure engagement in real time and increase it.

Engagement Pulse

Build an accurate, real-time picture of your organization's engagement, team by team. StandOut's Engagement Pulse reveals engagement levels with 8 proprietary, research-based questions proven to drive business outcomes. Plus, data combines with customized coaching to help your leaders move the needle.



Keep momentum going by accessing continuous coaching.

Platform Coaching

Spur ongoing development at scale with personalized coaching insights. Based on individual Assessment results, StandOut delivers ongoing, fresh coaching your people need, when they need it.



Finally, reliably reveal performance.

Performance Pulse

Reliably reveal productivity, teamwork, promotion readiness, and performance problems so you can confidently make differential talent decisions with StandOut's Performance Pulse. Plus, StandOut's unique machine learning algorithm produces data that gets smarter over time.



Tools your teams want to use.

These elements combine to create a powerful platform to drive performance.



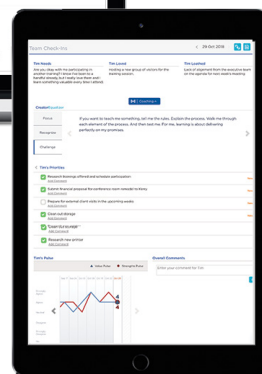
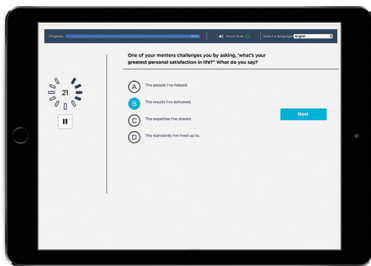
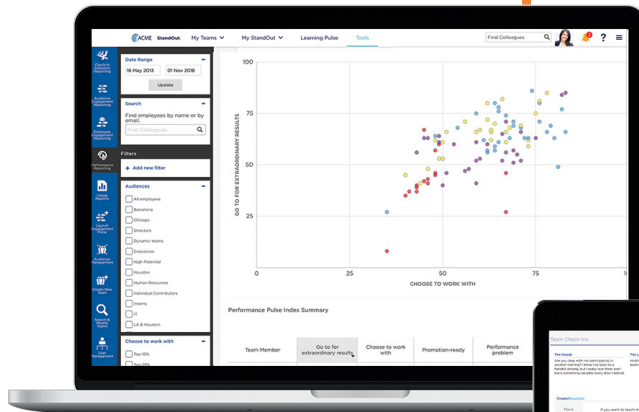
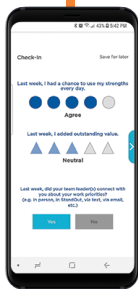
Keep performance continuous with effectively focused Check-In conversations.



Generate accurate data that gets smarter over time with Performance Pulse.



Empower leaders to increase engagement with real-time data and insights using the Engagement Pulse.



Unlock comparative advantages and customize content with the StandOut Assessment.



Valuable coaching insights are always on and available at scale within the StandOut Platform.

StandOut is built for organizations ready to develop their leaders, engage their employees, and reinvent their performance. Modular and customizable, it drives high adoption by providing tools that focus on the way your people actually get work done. Plus, a supportive Client Success team secures a flexible implementation and successful start, bringing the speed to impact your organization needs to thrive.

Is Your Organization Ready...

to create the development, engagement, and performance that drive real results?



Visit tmbc.com to learn how StandOut can help get you there.

