



to : whom it may concern
from : Renée Kamphuis
Manager Management Development
Atos Origin – Netherlands

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This letter is meant to express our enthusiasm about the toolset of eHRM Vision.

We use this toolset for several purposes (see the enclosed document – an article I wrote for our internal HR newsletter) and I can honestly say that the more we use it, the more enthusiastic we become.

The toolset is easy to use, has lots of test-possibilities, gives fast feedback (the report is ready when the test is done), but most importantly – our employees say they recognize themselves largely in the reports.

What we really like about the reports is the fact that they are in positive language – looking for possibilities and options. It sometimes may seem to be a bit too optimistic. We train our HR-people to be sharp when explaining the TMA-results to the candidates. But the gain of putting it in positive terms is that candidates are more likely to be really open for feedback.

And, last but not least, I think we get very good value for money.

Furthermore, we've good connections with the eHRM Vision people and almost always we get a very quick reaction on requests for changes or for information or help.

I really recommend this toolset to anyone considering this kind of online assessment toolset.

Renée Kamphuis
Manager Management Development
Atos Origin Netherlands.

Some words about Atos Origin ...

Atos Origin is a leading international information technology (IT) services company, providing hi-tech transactional services, consulting, systems integration and managed operations to deliver business outcomes globally. The company's annual revenues are EUR 5.1 billion and it employs 50,000 people. Atos Origin is the Worldwide Information Technology Partner for the Olympic Games and has a client base of international companies across all sectors.

In the Netherlands at the moment we have about 7.000 employees.

Atos Origin is quoted on the Paris Eurolist Market and trades as Atos Origin, Atos Worldline and Atos Consulting. For further information, please visit www.atosorigin.com.

competences could or should be further developed.

Another option here is to choose a 90° or 360° analysis through which the employee can get focused feedback from colleagues, management and/or customers on essential competences.

In the reporting on the different tests of course you'll get a description (in words and in several graphs) of the characteristics of the person that has been assessed. You'll also find questions you can use to further discuss the results and to give feedback. And there are coaching suggestions and other useful tips.

The toolset can be customized such a way that there is a close connection with the Átos Origin Competency Model.

Implementation

Of course careful attention needs to be paid to the implementation of instruments like these. Certain people within the organization, managers as well as HR, have to be trained to use the tools correctly to the full extent of it.

For example, some HR-professionals need to be certified to give feedback about the testresults to the employees. And it might be usefull to train managers in giving feedback (which of course always is an essential management skill, not only in connection to these instruments). And of course you must implement it in such a way that you can guarantee the privacy of the assessed employees.

In our experience, using an instrument like TMA is a valuable contribution in discovering the full potential for development of employees and in helping managers to coach more focused and in a more concrete manner.

We use it broadly – not only for selection, but also in coaching on the job and advising employees in their career development (i.c. in the Career Desk and the Career Transition Center).

At the moment TMA is available in 5 different languages, including English, French and German (there are more to come, including Spanish).

Would you like to have more information about the tooling or the implementation, please contact Renée Kamphuis, manager Management Development NL (renee.kamphuis@atosorigin.com).