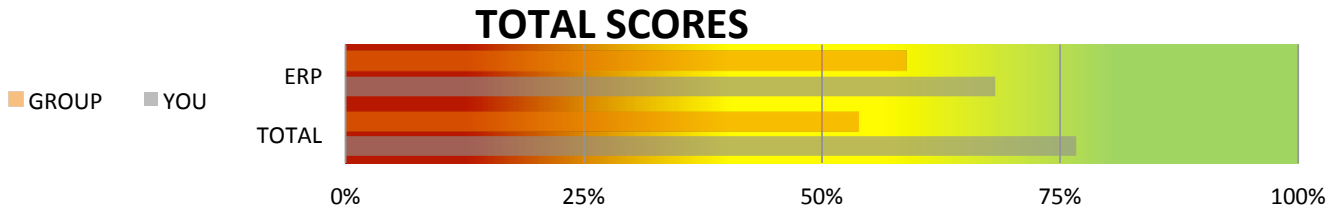


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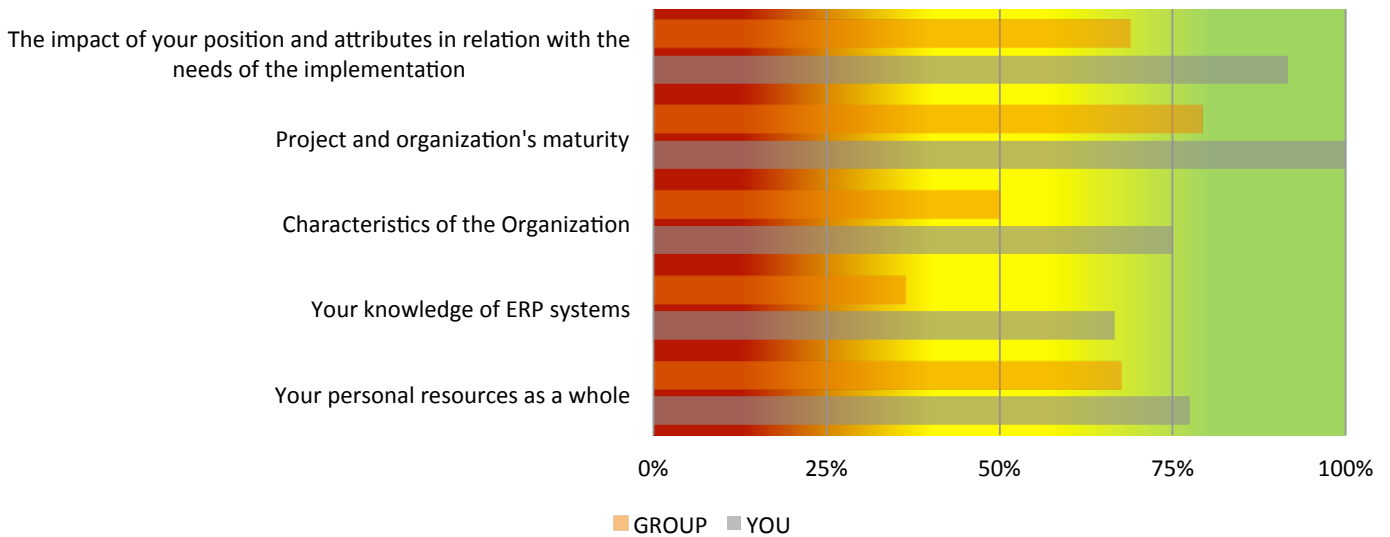
SUMMARY OF YOUR TEST RESULTS

GLOBAL SCORE

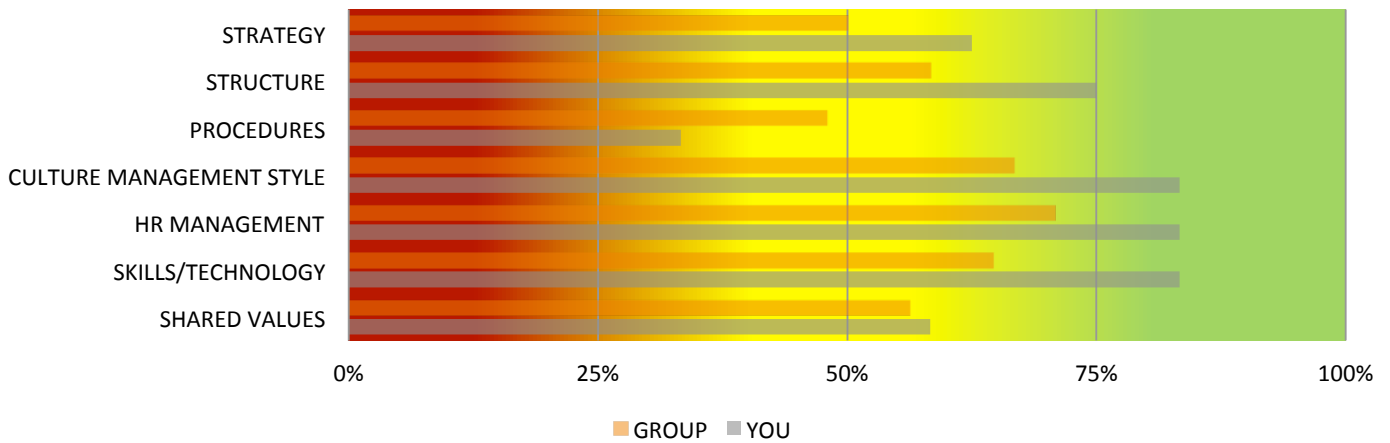
| | | |
|--|---------------|---------------|
| | YOU | GROUP |
| | 76.67% | 53.83% |



1. General Positioning and Project Maturity



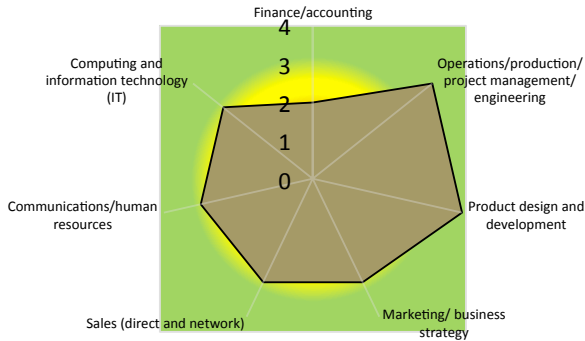
2. ERP Success Factors



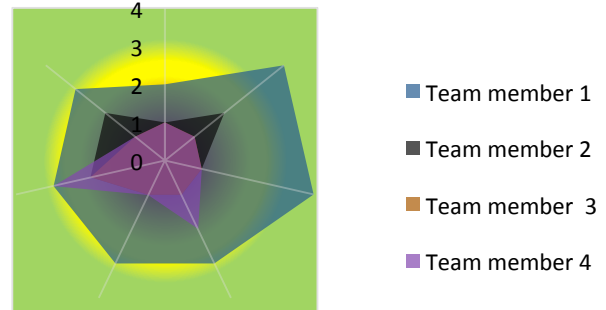
ERPs360 - Candidate

A SUMMARY OF YOUR EXPERTISE

3- Departmental expertise - YOU



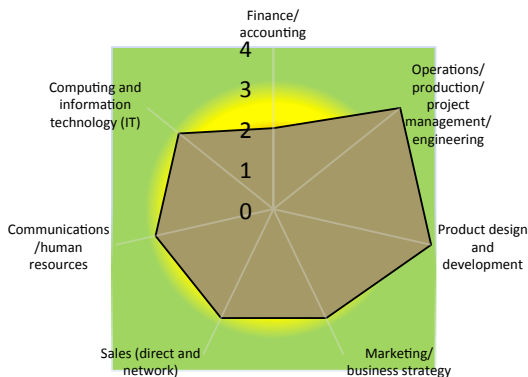
3. Departmental expertise- GROUP



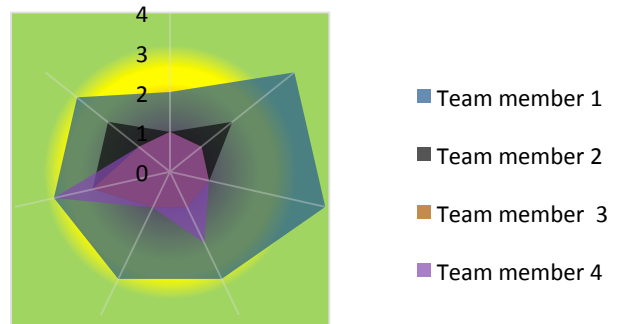
Your main strengths are : Operations/production/project management/engineering; Product design and development; Marketing/business strategy; Sales (direct, network or estimates); Communications/human resources; Computing and information technology (IT).

No significant weaknesses

4 - Proficiency of corporate processes - YOU



4. Proficiency of corporate processes - GROUP



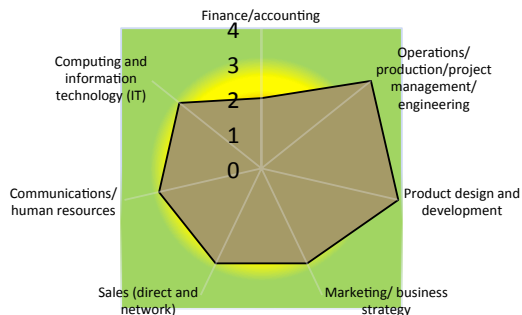
Your major strengths are : Operations/production/project management/engineering; Product design and development; Marketing/business strategy; Sales (direct, network or estimates); Communications/human resources; Computing and information technology (IT).

NO OUTSTANDING WEAKNESSES

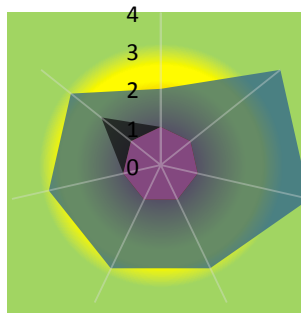
ERPs360 - Candidate

A SUMMARY OF YOUR EXPERTISE

5 - Proficiency in IT/Systems environment - YOU



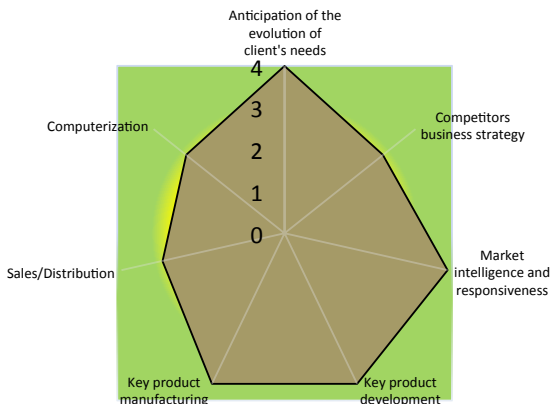
5. Proficiency in IT/Systems environment - GROUP



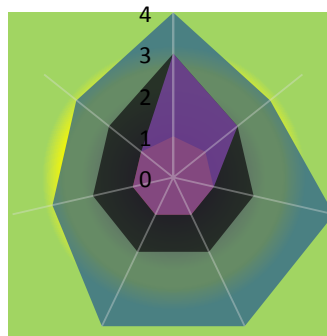
Your main strengths are : Operations/production/project management/engineering; Product design and development; Marketing/business strategy; Sales (direct, network or estimates); Communications/human resources; Computing and information technology (IT).

No Outstanding Weaknesses

6 - Understanding of market trends - YOU



6. Understanding of market trends - GROUP



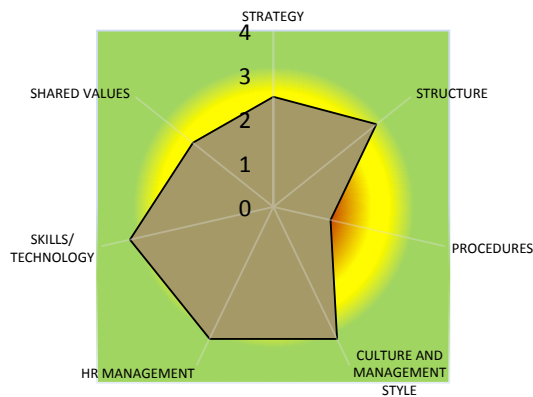
Your main strengths are : Anticipation of the evolution of client's needs Competitor's business strategy; Market intelligence and responsiveness; Key product development; Key product manufacturing; Sales/Distribution; Computerization.

NO MAJOR WEAKNESS

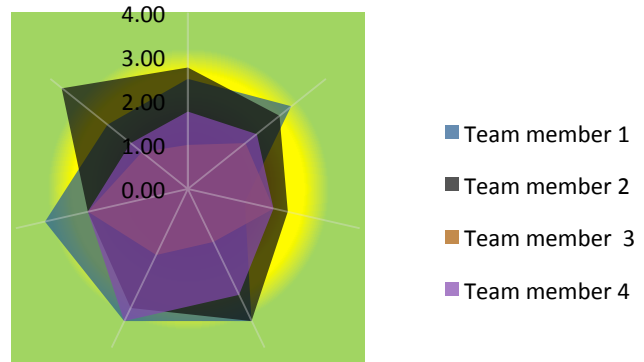
ERPs360 - Candidate

A SUMMARY OF YOUR EXPERTISE

7. ERP Success Factors - YOU



7. ERP Success Factors - GROUP



You are able to display some adequate behaviours related to a successful implementation. You still have room for improvement for the best business practices in such a complex implementation.

YOUR VARIOUS DIMENSIONS IN DETAIL

You have a fundamental understanding of advance technology and successful behaviours required for the project. A slight refinement on both sides will bring you to a senior implementation level. Your overall proficiency in the IT sector will give you a head start with the new ERP system. Furthermore you also possess some successful behaviours. Due to your excellent understanding of market trends, you're a solid asset for the strategic development of your new ERP system. Since your knowledge of the different corporate functions is above average, you can use it to promote collaboration and sharing amongst the implementation team. Your corporate process know-how is very good. However, you must improve some of your skills (process mapping, team rallying) in order to have an elite status amongst the implementation team.

ERPs360 - Candidate

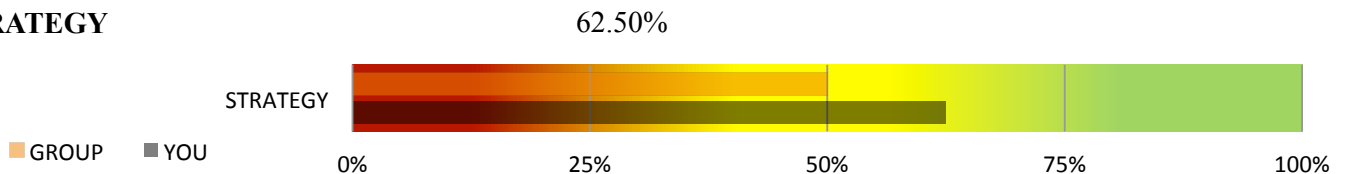
YOUR VARIOUS DIMENSIONS IN DETAIL

1. General Positioning and Project Maturity

The organization seems to display some structural success factors, however you and your team will need to work harder to overcome the obstacles. A prosperous implementation requires certain personal attributes and success factors. At this point in time you seem to bring some of these predispositions. This will contribute to the constant flow of energy within the team. You have some basic knowledge when it comes to ERP systems. You must invest in personal training regarding ERP modules in order to be an asset to the implementation team. Furthermore, you bring a high energy disposition which is a solid asset to an ERP implementation.

2. ERP SUCCESS FACTORS

STRATEGY



YOU ANSWERED :

With my experience and the credibility of the new VP we have all we need to request complete funding for an ERP feasibility analysis and this would give us an excellent indication as to the ROI (return on investment) of such a project.

I am able to properly define the new standards and I need some assistance in restructuring the work processes.

I can develop a complete action plan taking account of the best business processes, the functionalities of the organization's current platform and also the new functionalities which will give us a competitive advantage.

I have a basic understanding of workflow technology but I need assistance in putting together a proposal in terms of accounting operations in order to correct the errors and restore the database for processes.

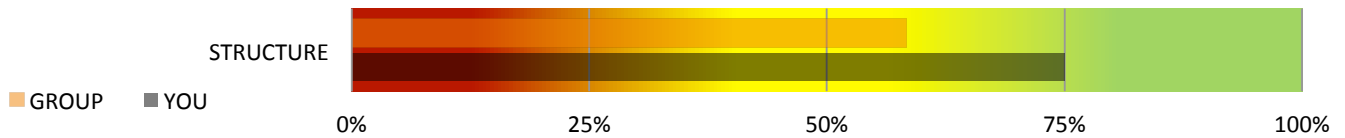
THIS INDICATES:

You can handle strategic planning rather well. With some support, you can structure the planning of the implementation.

ERPs360 - Candidate

STRUCTURE

75.00%



YOU ANSWERED :

I can establish certain processes, rules and procedures but I could not develop the auditing program by myself.

I have little experience in costing and I request assistance from my colleagues.

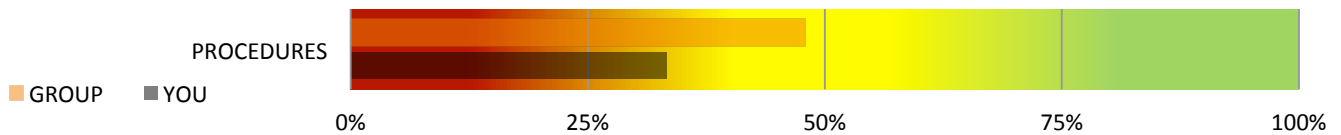
We have a vice-president of technology who is at the cutting edge of our business sector and who can influence the development of our business strategy. We have the resources to take a leadership position in our industry.

THIS INDICATES:

You bring a solid understanding of the structural requirements. This will ensure a proper framework for a sound implementation.

PROCEDURES

33.33%



YOU ANSWERED :

I am able to evaluate the existing resources of my department and our technology requirements but I need assistance to evaluate the other departments.

The current business processes are clear enough to me. I am able to define a full set of improvements to bring to our business processes in order to be best of class.

Ensure a human back up, assign a programmer on database backup and an automatic inventory report.

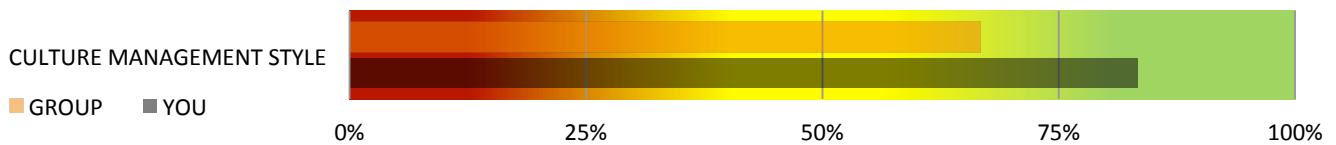
THIS INDICATES:

Your procedural knowledge and skills need to be improved significantly before the project begins.

ERPs360 - Candidate

CUTURE MANAGEMENT STYLE

83.33%



YOU ANSWERED :

I am able to determine the overall requirements of the organization and I can create a budget estimate for the resources to be used in my department but I need help to determine the target parameters for the other departments.

I involve my team to put together our vision of improving key business processes and ask proactively to submit our proposal to the new president.

I can consult with my team as to what they feel they need and also send the information on to the other departments.

THIS INDICATES:

Your management style and practice are excellent, you can support the implementation team adequately.

HR MANAGEMENT

83.33%



YOU ANSWERED :

We have a list of possible candidates and an internal promotion process with the ability to identify high potential employees for the future.

I define the training that each new candidate must undergo. I take time to document the introduction and integration program. I make it a priority to take time to regularly follow up on the acquisition of new skills. For each new employee I update the file and set out new goals.

I can identify what my team requires, plan the training and set up a long term continuing education program.

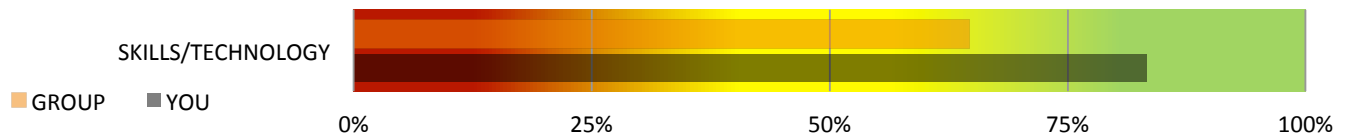
THIS INDICATES:

Your HR management skills are "top notch". They can support a successful project deployment.

ERPs360 - Candidate

SKILLS/TECHNOLOGY

83.33%



YOU ANSWERED :

My present skills enable me to offer a wide range of our products and I need assistance in firmly linking together all the processes of manufacture, delivery and customer service.

I can identify the necessary resource persons but I need assistance to draw up an action plan with a budget that accounts for lost production.

First I meet with the sales department and my production team. Second I produce the work flow document on which there is a consensus. Third I build a project time table and get everyone's agreement to go ahead and execute.

THIS INDICATES:

You bring sound technological skills and understanding. You are an asset to the implementation team.

SHARED VALUES

58.33%



YOU ANSWERED :

There are many advantages and my team is quite enthusiastic about this technology. I will be able to go into details and make them see all the potential of such a system.

I define the information fields that are important for my own sector of activity and I let the other departments do likewise.

We generally have a very good batting average when it comes to mid-size projects. The installation of an ERP system is a major challenge and will put all our skills to the test.

THIS INDICATES:

A successful implementation will be nurtured by shared values. In this case, you need coaching to maintain a consistent position and vision regarding the advantages of this new system.

ERPs360 - Candidate

3. DEPARTMENTAL EXPERTISE

You seem to have an average understanding of professional activities in finance and accounting. You have a solid know-how in operations, production, project management, and engineering. Product design and development is one of your strong points; Assessment reveals that you display remarkable skills when it comes to marketing/business strategy; However, you show a very good understanding of sales. People can refer themselves to you regarding HR and internal communications. Finally, you have a strong understanding of computing, IT core functions and challenges.

4. CORPORATE PROCESSES

You seem to have an average understanding of business processes in finance and accounting. You have a superb understanding of the work processes in operations, production, project management, and engineering. Furthermore, you handle processes within product design and development with ease; Assessment reveals that you display outstanding skills when it comes to processes within marketing and business strategy; You have a solid and clear understanding of sales processes and the challenges in business development. You seem to bring the best practices with regards to the processes involved in HR and internal communications. Finally, you show top level knowledge of corporate business processes in the IT department.

5. IT ENVIRONMENT

You are capable of using the (IT) tools when it comes to accounting and finance. You are very comfortable with the (IT) environment within operations, production, project management, and engineering. You master the (IT) tools in product design and development. You have above average knowledge of the (IT) tools involved in marketing and business strategy; You have an excellent handle on the software involved in sales. You seem to display advanced knowledge related to the software used in HR and internal communications management. Finally, you display an advanced skill set when it comes to computing and IT platforms.

6. MARKET TRENDS

Your understanding of the evolution of client's needs seems excellent. Also, you have an outstanding knowledge of the business strategy of competitors. You have a solid understanding of the competitors' reaction. That being said, you bring an excellent knowledge of the key products of the competitors. Their manufacturing methods are well known to you. You have excellent knowledge of competitors' sales and distribution. Finally, you have advanced knowledge with regards to information and system development of the competition.

ERPs360 - Candidate

YOU AND YOUR GROUP

ERP FACTORS

Within the context of the ERP implementation, the strategic vision must be clearly stated from the start, and regularly reinforced during the project. At this stage you and your team have an adequate understanding of strategic priorities. To reduce your risk of failure, you must work closely with your team and seek out specific clarification from senior management in order for you and your team to be even more proficient in this implementation project. A successful implementation will be possible within an organization that operates with a clear structure and well defined roles and responsibilities. At the same time this well defined structure will need to show flexibility in order to integrate many changes in the skill set, autonomy, and a new reporting capacity which will be a challenge in post implementation impacting all departments. You and your team have an adequate understanding of operational structure and core functions. You seem to be able to lead in this area. The implementation team is in a position to prepare the receiving departments in their new roles and responsibilities by properly using the new ERP system. Unfortunately, you don't seem to be inclined to follow strict procedure and guidelines. This seems to be the case for the implementation as well. You understand the importance of a winning management mode and operational culture. On the other hand, the implementation team will need slight improvements to their skills in this area. They will benefit from your leadership. You have excellent HR management skills within a major implementation project. Your teams show adequate skills in this area. Together you have what it takes to address specific HR issues, manage the peak workloads, and collaboration with operations. Your level of proficiency when it comes to IT skills designates you as the implementation leader for this project. The team will benefit from a detailed review of the ERP system capabilities in pre-implementation. A successful implementation relies on a clear set of operational values, and a constant reinforcement of these values in order to be shared by all. You and your team's operational values are adequate for this type of implementation project.

PERSONAL RESOURCES

An ERP implementation will require copious amounts of energy, endurance, and adaptability for a significant period of time. The capacity of being able to start the implementation with a high level of energy, and the ability to regenerate this energy during the course of the project is crucial. Your availability in terms of additional work hours will be a contributing factor towards a successful implementation. As it stands now, assessment reveals that you seem to have an outstanding energy level required for a project of this magnitude. The team seems to have a respectable energy level. The team will have the tendency to lean in your direction for support when their energy supply starts to diminish.

ERPs360 - Candidate

EXPERTISE

Departmental expertise, corporate processes and competition

You and your team have an excellent understanding of corporate functions. You will be able to solve any conflicts, security issues, role and responsibility clarifications across the board efficiently. This project will benefit greatly from your maturity in this sensitive sector. You and your team possess excellent capacities when it comes to mapping and process enhancement. The chosen technology will enhance your business processes. Being this strong in this sector of activities will allow you to reap the benefits of a quicker return on investment of the entire project. You and your team have an excellent understanding of market trends. This will in turn facilitate establishing a high quality medium to long term action plan.

Information and Technology

A successful implementation requires a broad knowledge of the interactions between all ERP modules, as well as a very specific understanding of the detailed functionalities of each module. Well planned implementations will optimize current standard ERP modules versus modifying the original code of each version. You seem to have adequate ERP knowledge. Your team however, lacks significant expertise in this field. The team needs mandatory ERP training in pre-implementation. You should also review the ERP system capabilities before starting the project. You and your team all have the IT knowledge and skills required to have a successful implementation.

ERPs360 - Candidate

Personal Information

DATE OF TEST 11/24/2016

LAST NAME Candidate

FIRST NAME Candidate

GENDER Male

AGE BRACKET Between 31 and 40

POSITION Employee with more than 6 months of service

CURRENT POSTING Professional/team leader

DESIRED POSITION Project leader

START DATE OF THE PROJECT 01/01/18

DEPARTMENT Operations/production/project management/engineering

ASSIGNATION Assigned full time with preliminary training

LEVEL OF IMPLICATION At the level of procedures and details which link departments among themselves and with top management

EXECUTIVE DECISION ON INVOLVMENT

| | |
|----------------------------------|--|
| Candidate accepted | |
| Candidate accepted with training | |
| Candidate rejected | |

COMMENTS
