

Sample of OrgPath's Bespoke Capabilities

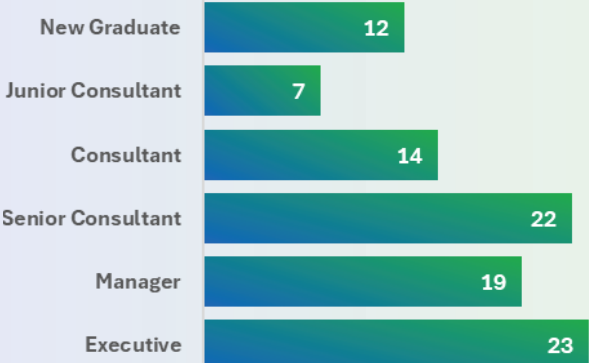
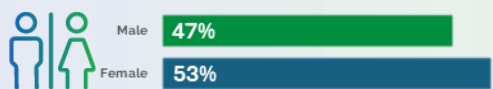


Orgpath
Building Innovative Pathways

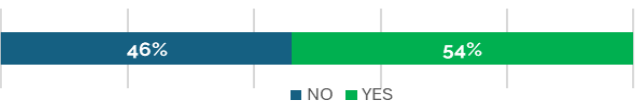
ORGANIZATIONAL EFFECTIVENESS

Completion Information

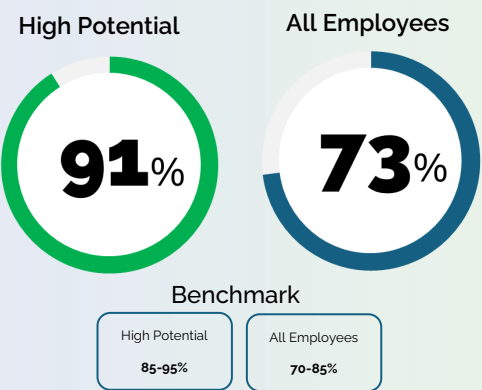
Total Completion **82**



Currently Capable vs Not Ready



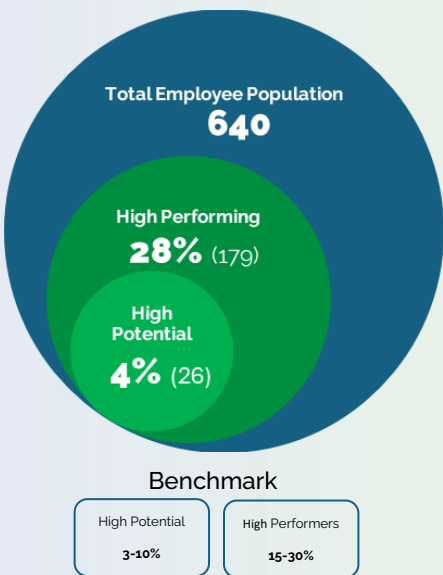
Retention Rate



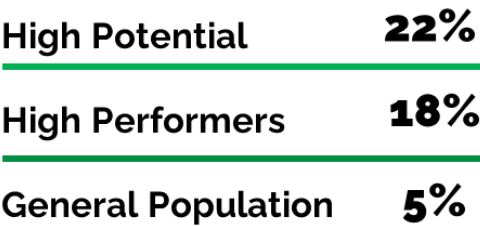
Health Check



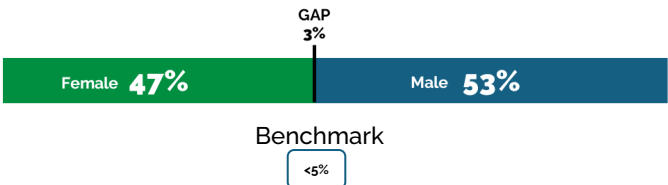
High Performance/High Potential vs Total Employee Population



Internal Mobility Rate



Pay Equity Gap



Undiscovered Hidden Talent

People who scored higher than their expected benchmark but have not been flagged for high performance or high potential. (For Managers, they also scored high in engagement)

23

Ready For Promotion

People who have been in their role for at least 18 months, been meeting or exceeding performance expectations and have hit the benchmark for their level.

14

NOTE: If a person is not provided a new experience/role every 18-24 months, they become a flight risk.

TOP SCORING
CATEGORY

Your organization ranked highest in:



EMBRACES AGILITY

LOWEST SCORING
CATEGORY


Your organization ranked lowest in:



LIMITS RISK

TOP RANKED BUSINESS AREA

BUSINESS
DEVELOPMENT



L

80%

E

90%

A

71%

D


96%

S

86%

LOWEST RANKED BUSINESS AREA

HUMAN
RESOURCES



L

80%

E

90%

A

71%

D

96%

S

86%

HIGHEST SCORING BUSINESS AREA	ENTERPRISE BENCHMARK	LOWEST SCORING BUSINESS AREA
<div>FINANCE</div> <div><div></div>81%</div>	<div>LIMITS RISK</div> 81%	<div>HUMAN RESOURCES</div> <div><div></div>28%</div>
<div>MARKETING</div> <div><div></div>92%</div>	<div>EMBRACES AGILITY</div> 86%	<div>COMPLIANCE</div> <div><div></div>48%</div>
<div>PROJECT MANAGEMENT OFFICE</div> <div><div></div>74%</div>	<div>ACHEIVES EXCELLENCE</div> 70%	<div>ACCOUNTS RECEIVABLE</div> <div><div></div>40%</div>
<div>BUSINESS DEVELOPMENT</div> <div><div></div>96%</div>	<div>DEVELOPS RELATIONSHIPS</div> 83%	<div>FINANCE</div> <div><div></div>46%</div>
<div>HUMAN RESOURCES</div> <div><div></div>88%</div>	<div>SETS PURPOSE</div> 72%	<div>INFORMATION TECHNOLOGY</div> <div><div></div>43%</div>

TEAM EFFECTIVENESS

HUMAN RESOURCES

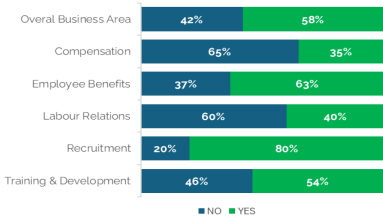
Completed by Level



Health check



Are Staff At Expected Levels



HUMAN RESOURCES BUSINESS AREA	ENTERPRISE BENCHMARK
FINANCE	LIMITS RISK 81%
MARKETING	EMBRACES AGILITY 86%
PROJECT MANAGEMENT OFFICE	ACHEIVES EXCELLENCE 70%
BUSINESS DEVELOPMENT	DEVELOPS RELATIONSHIPS 83%
HUMAN RESOURCES	SETS PURPOSE 72%

Leadership Team Scores (AVP+):

Name	Limits Risk	Embraces Agility	Achieves Excellence	Develops Relationships	Sets Purpose
Ahmed, Uzair	Needs Development	Needs Development	Needs Development	Needs Development	Needs Development
Harjot Kaur	At or exceeds level	At or exceeds level	At or exceeds level	At or exceeds level	At or exceeds level
Jashanpreet Kaur	At or exceeds level	At or exceeds level	At or exceeds level	At or exceeds level	At or exceeds level
Nozica, Nadia	Needs Development	Needs Development	At or exceeds level	At or exceeds level	Needs Development
Singh, Manpreet	At or exceeds level	At or exceeds level	At or exceeds level	At or exceeds level	At or exceeds level

Team Scores:

Name	Limits Risk	Embraces Agility	Achieves Excellence	Develops Relationships	Sets Purpose
Akeel Mohamed	Needs Development	At or exceeds level	At or exceeds level	At or exceeds level	Needs Development
Gagandeep Kaur - 167	At or exceeds level	Needs Development	At or exceeds level	Needs Development	Needs Development
Harmandeep Harmandeep	Needs Development	At or exceeds level	Needs Development	At or exceeds level	Needs Development
Harmandeep Singh	Needs Development	At or exceeds level	Needs Development	Needs Development	Needs Development
Harpalay Kaur	Needs Development	At or exceeds level	At or exceeds level	Needs Development	Needs Development
Inderpreet Singh	Needs Development	At or exceeds level	At or exceeds level	Needs Development	At or exceeds level
Kaur, Mehakpreet	At or exceeds level	Needs Development	Needs Development	Needs Development	At or exceeds level
Momand, Nadia	Needs Development	Needs Development	Needs Development	Needs Development	Needs Development
Pivato, Julian	Needs Development	At or exceeds level	Needs Development	Needs Development	At or exceeds level
Sharma, Aashna	At or exceeds level	Needs Development	At or exceeds level	Needs Development	Needs Development

TOP SCORING CATEGORY

DEVELOPS RELATIONSHIPS

BOTTOM SCORING CATEGORY

EMBRACES AGILITY

HIDDEN TALENT

SETS PURPOSE

BLIND SPOT

EMBRACES AGILITY

UNDISCOVERED HIDDEN TALENT

People who scored higher than their expected benchmark but have not been flagged for high performance or high potential. (For Managers, they also scored high in engagement)

INDERPREET SINGH
NADIA MOMAND
JULIAN PIVATO

READY FOR PROMOTION

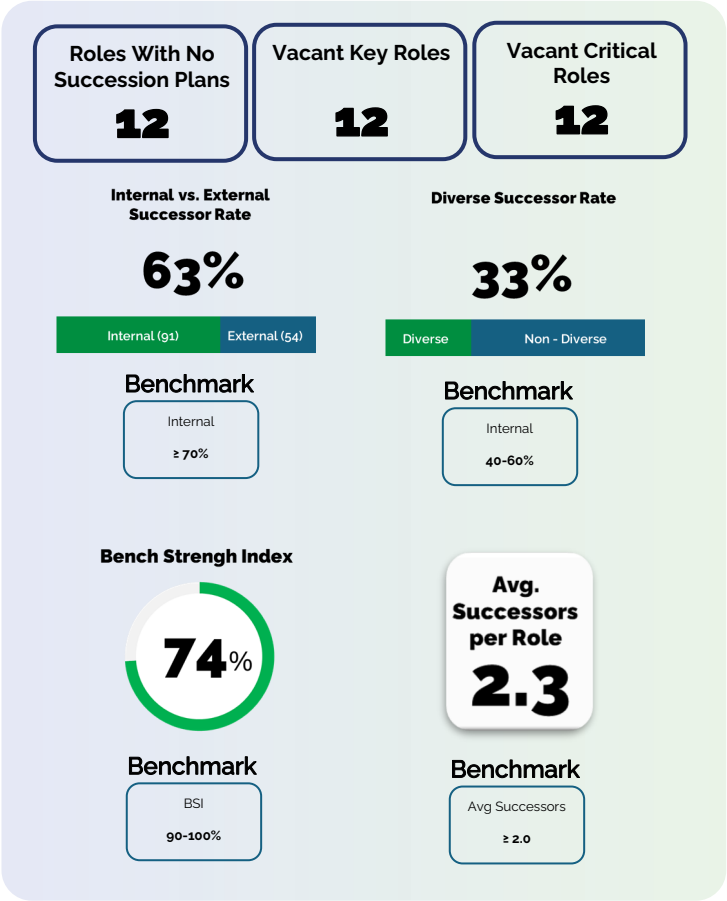
People who have been in their role for at least 18 months, been meeting or exceeding performance expectations and have hit the benchmark for their level.

AASHNA SHARMA
GAGANDEEP KAUR
HARPALAY KAUR

NOTE: If a person is not provided a new experience/role every 18-24 months, they **become a flight risk**.

SUCCESSION PLANNING METRICS

Pipeline Health



SUCCESSION PLANS



AKEEL MOHAMED
ROLE: FOUNDER/CEO

Risk of Leaving
High

Estimated Retirement
Date
High

Ready Now
Successor in Place
High



BART SIMPSON
CHIEF OPERATING OFFICER

Internal Experience

Senior Director of Finance (2018-2023)
Director of Strategy Planning (2015-2018)

External Experience

Director of Strategy Planning (2010-2014)
Microsoft Technologies
Manager, Financial Planning & Forecasting (2007-2010)
Astronomer AI

Score
82



DIVERSE
CANDIDATE

LISA HUTCHINSON
CHIEF FINANCIAL OFFICER

Internal Experience

Head of Finance (2018-2023)
Vice President of Strategy Planning (2015-2018)
AVP of Project Management Office (2013-2015)

External Experience

Director, Technology Forecasting (2010-2014)
Microsoft Technologies
Senior Advisor, Forecasting & Analysis (2007-2010)
Astronomer AI

Score
89



DIVERSE
CANDIDATE

MICHAEL DENTON
CHIEF TECHNOLOGY OFFICER

Internal Experience

VP of Financial Technologies (2015-2018)
AVP, Project Management Office (2013-2015)
AVP, Technology Forecasting (2010-2014)

External Experience

Senior Manager, Technology Architecture (2010-2014)
Microsoft Technologies
Manager, Technology Strategy (2007-2010)
Astronomer AI

Score
74



Lisa Hutchinson
Chief Financial Officer
(2023 to Present)

Readiness
Ready Now

Risk of Loss
Low

Diverse Hire
Yes

Critical Role
Yes

Performance
Exceeds Expectations

Potential
High Potential

Roles in line for

Chief Executive Officer

Ready Now

Internal Experience

Head of Finance (2018–2023)

Vice President of Strategy Planning (2015–2018)

AVP of Project Management Office (2013–2015)

Director, Financial Planning & Analysis (2010–2013)

External Experience

Director, Technology Forecasting (2010–2014)

Microsoft Technologies

Senior Advisor, Forecasting & Analysis (2007–2010)

Astronomer AI

Top Capabilities:

Reasons Critically & Solves Problems

Manages Risk

Moves Data to Action

Embraces Diversity


Takes Ownership

Develops Talent


Capability Score

89%


Feedback



Scott Burgges
Lisa is a great leader, she knows how to solve conflict and bring people along for the journey



Emelia Hart
Lisa knows how to get people on her side and she makes sure her team feels supported



Critical Role
Lisa has been an amazing addition to the Leadership team. She has been able to develop a vision and get people to come along

Feedback

Sentiment Analysis

95% Positive

Feedback Summary

Lisa is a great leadership candidate. She has done so much to build a vision and get people to support her in it. She ensures that people are listened to but makes decisions that are best for the company not just one area. She has been able to solve key conflicts and will be a very good candidate to eventually lead the organization.

Performance History

FY 2025

Exceed Expectations

FY 2025

Exceed Expectations

FY 2025

Exceed Expectations

FY 2025

Exceed Expectations

Potential History

FY 2025

Exceed Expectations

FY 2025

Exceed Expectations


FY 2025

Exceed Expectations

FY 2025

Exceed Expectations

Feedback




Derek Booth
Manager, Financial Analysis

Ready Now

Diverse Candidate
No

Succession Plan in Place for Current Role
No

Score
93




Samantha Huggins
Manager, Financial Analysis

Ready Now

Diverse Candidate
No

Succession Plan in Place for Current Role
Yes

Score
90




Riti Sachdev
Manager, Financial Analysis

Ready 1-2 yrs

Diverse Candidate
Yes

Succession Plan in Place for Current Role
No

Score
95



Gaston Belle
Manager, Financial Analysis

Ready 1-2 yrs

Diverse Candidate
No

Succession Plan in Place for Current Role
Yes

Score
89