



# SUPERNOVA WATSON

Supernova, powered by IBM Watson, is an online tool provides insights to employees on their demonstration of leadership competencies on the job. (Just like the way Fitbit & other smart watches provide us ongoing feedback on our fitness, in terms of the number of steps taken daily).

It is an evidence-based, on-the job feedback application that provides feedback on 12 leadership competencies known as the High-Performance Behaviors (identified basis empirical research of leaders across industries over 40 years) by providing them with real life situations that they are likely to manage in their current and future roles.

Highly engaging and personalized.

Provides insights based on High Performance Behaviors/ Competencies which correlated well with high performance & enable leaders to maximize job performance in today's volatile & uncertain business environment.

In partnership with our clients, customized situations that leaders endure in their (existing or future roles) are created to ensure that they get realistic feedback on their leadership profile.

The organization gets an aggregate view of its leaders which aids in better identification of strengths and areas of development of the talent pool.