



Know Who Will Lead. Know Who Will Leave.

Talent intelligence and retention risk. One unified view.
STAR + ORBIT replace subjective talent reviews with algorithmic clarity.

THE PROBLEM

Talent decisions are made on intuition. Departures come as surprises.

Talent reviews rely on manager opinions, not measurable evidence.
High potential and high performer are treated as equals. They are not.
Your best people leave because no system detected early resignation signals.

MODULE 01 | EVOLUTION TIER

STAR

Talent Advancement Radar

4 Dimensional Talent Score

Behavior, performance, succession readiness and execution combined into one score.

Automatic Classification

Every leader categorized by intervention priority: top tier, core, or focus.

Succession Pipeline Visibility

Who is ready now, who is developing, who has no successor. Pipeline mapped.

MODULE 02 | EVOLUTION+ TIER

ORBIT

Risk & Behavior Intelligence

Flight Risk Intelligence

Top talent under weak leadership detected. Flagged before resignation signals surface.

Behavioral Anomaly Detection

Leaders delivering results but damaging teams: algorithm exposes the pattern.

Succession Vulnerability

Critical roles with no ready successor. Pipeline gaps identified automatically.

4D Score

Holistic talent algorithm

Auto

Intervention priority

Flight

Risk detected before signals

Immutable

Full audit trail

*"In your last talent review, how was the promotion decision made?
Was it based on evidence, or on the strongest advocacy in the room?"*

STAR makes it mathematical. ORBIT makes it predictive.

See it live. Request a 15 minute talent intelligence demo.

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