

## **PRESS RELEASE**

Jakarta, Indonesia, October 31st, 2018 – Global Leadership Center (GLC), Jakarta today announced its first-ever partnership with people analytics startup Institution for a Global Society Corporation (IGS), Tokyo to launch GROW360, a People Analytics Solution, which provides executives and managers with psychometric and 360-degree peer feedback talent analytics to improve the accuracy and quality of the talent identification process. As a predictive analytics software solution, GROW360 removes human bias from the traditional talent identification process using well-established psychometric models and 25 global competencies rather than a resume to screen human capital, allowing organizations to reduce cost and time to determine talents, increase hire yield and improve diversity.

“This partnership was born out of research uncovered from consulting with hundreds of companies here in Indonesia and fits our forward-thinking, solution-oriented approach to developing organizational leadership,” said Roby Tjiptadjaya, CEO of Global Leadership Center. “GROW360 offers CEOs and CHROs an extremely cost-effective and data-driven insight into human capital to drive organizational performance and productivity. We are very excited to partner with Institution for a Global Society Corporation (IGS) to bring to market this AI-enabled recruitment solution to help HR leaders unlock their people capabilities within a labor market that is highly competitive and where top talent is in high demand.”

Despite emerging adoption of HR tech tools in Asia-Pacific, 81% of ASEAN HR executives say their current technologies do not provide the metrics they need to drive business outcomes such as reduction in time to hire, increasing quality volume and candidate diversity. HR departments are often under-staffed, under-budgeted or simply find it too difficult to integrate outside technologies into existing HR systems. GROW360 solves these challenges by providing organizations with a cloud-based talent identification tool for gathering people data, using customized predictive analytics algorithms and machine learning technology. Clients have reported 30% reduction in time for recruitment, 25% increase in candidate quality, and 40% reduction in data acquisition cost.

This strategic partnership between GLC and IGS combines the respective strengths of each company. While GLC is the leading organizational and leadership development expert in Indonesia, IGS is a disruptive people analytics company funded exclusively by four venture capitals funds of some of the top universities in Japan, making their patented technology and assessment methodologies backed by leading psychology and behavioral science researcher in Asia-Pacific. The one-year subscription service will be marketed by Global Leadership Center and will be commercially available in Bahasa Indonesia as of November 2018.

### **About Global Leadership Center**

Global Leadership Center was founded on a compelling mission to provide excellent global and practical learnings with result-based approaches. It is a management and organization development consulting firm, a provider of various leadership and management training programs and is a strong provider of business coaching services to both executives in corporations as well as to owners of small and medium enterprises. GLC's over 20 business coaches, locally and globally, have helped business owners and corporate executives in reaching top goals they had never thought of achieving.

Global Leadership Center (GLC)

Address: Menara Citicon, 11th Floor, Suite D, Jl. Letjen S. Parman Kav.72, Jakarta 11410, Indonesia

Establishment: April 2015

### **About Institution for a Global Society Corporation (IGS)**

Institution for a Global Society Corporation (IGS) is a SaaS, AI-enabled people analytics software startup which provides bias-free and data-driven solutions to measure personalities, competencies and growth potential among diverse demographic groups based on 25 competencies applicable across countries, cultures and job types. GROW360's assessment solution is composed of two tests: 1) psychometric assessment based on the Big 5 Five Factor Model via gamified Implicit Association Test (iAT) 2) 360-degree behavioral feedback assessment. Artificial intelligence and machine learning algorithms analyze this "people data" to provide recruitment, talent management and organization development recommendations to HR leaders. Companies who adopt GROW360 solutions report 25% reduction in time to hire, 40% reduction in talent acquisition cost and 30% increase in diversity of sourced candidates.

Institution for a Global Society Corporation (IGS)

Address: Hiroo Office Building 7F, 1-3-18 Hiroo, Shibuya-ku, Tokyo 150-0012, Japan

Establishment: May 2010

**Main Investors:** University of Tokyo Edge Capital (UTEK), Tokyo University of Science Investment Management Fund (TUSIM), Keio Innovation Initiative (KII), Miyako Capital

**Business Segments:** Human Capital, Education

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