



Shadowmatch®

SHADOWMATCH
DYNAMICS

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Many of our clients are successfully using Shadowmatch for recruitment purposes. Certain clients have started with an extensive roll-out of the Personal Development Programmes and this proves to be a huge value add, not only for the individual completing the programme, but also for the direct team, division and business as a whole.

Besides recruitment and development, Shadowmatch has many other successful applications. It can be used for team building, identification of talent, identification of leaders, leadership development and succession planning. Shadowmatch has, in more than one business, successfully been used to do a skills audit on a division/department. Such an audit assists in identifying why certain people are struggling to become successful, why certain individuals are negative towards others or even sometimes destructive in the team. It empowers the manager to precision manage and develop employees and allocate tasks according to the natural behavioural patterns of individuals. It also provides information with regards to the skills development of each employee.

One of the powerful applications of Shadowmatch is the role it plays in understanding and facilitating a conflict situation between team members. Shadowmatch was recently used to identify why a manager and a staff member, both working on a high level in the business, were battling to work together and successfully deliver the required outcomes of their performance contracts. This specific manager and direct report were constantly in conflict situations, leading to the discomfort and detriment of both. Upon matching the habit patterns of the staff member to that of the manager, the areas of conflict became very clear. The manager displayed strong behavioural patterns in the following behaviours: Working with others, building positive relationships and involving people. The employee displayed strong behavioural patterns in working as an individual. She has shown an absence of the habit of working positively with people. The way they applied themselves to problems were radically different. Shadowmatch made it clear that the manager had to move away from actively engaging with the employee as she had strong habits towards working as an individual. This insight led to a change in reporting lines and both the manager and staff member ended up being more productive and happy in their respective roles.

For more information regarding Shadowmatch please visit our website:

www.shadowmatch.co.za/about