PLATAFORM

PERFORMANCE

Optimize the processes in your Human Resources department.
Our purpose is to make the selection, evaluation, development, and management of people smarter, more efficient, and personalized.



FOR BEYOND

FOR BEYOND contactanos@4-beyond.com

PERFORMANCE



Our Purpose

We are a company with 13 years of experience, dedicated to enhancing human talent by identifying each individual's natural strengths and competencies, ensuring reliable and successful work.

We have an interdisciplinary team that has invested in innovative methodologies and technologies to support and guide professional and vocational orientation, helping to realize each person's expectations in various professional and work environments.

Our Methodology

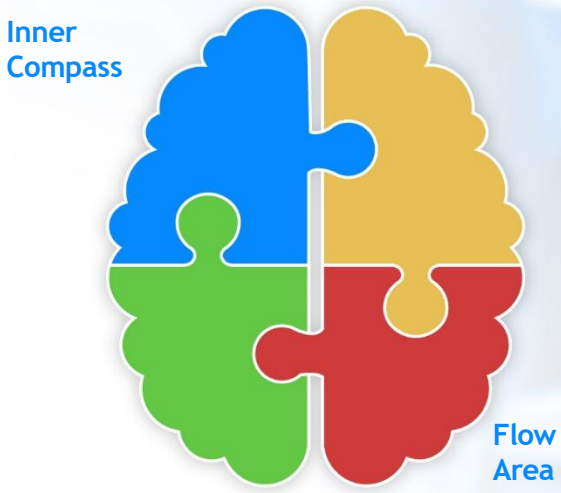
Thinking Styles Methodology. What does it involve?

It is a methodology based on neurophysiological findings, tracing back to Plato, who was the first to suggest that there are two distinct aspects of the human mind, referring to the right hemisphere and the left hemisphere. Recent findings describe four brain regions, each with distinct characteristics and specialties, which suggest unique ways of SEEING and INTERACTING with the world.

People are genetically predisposed to have a dominant 'thinking style,' which we refer to as NEUROSTRENGTH. Identifying this can help unlock their full potential.

We have helped many young people identify their natural talents, enabling them to be happy and successful.

CEREBRAL DOMINANCE
Natural Talents




MARCIMEX
piensa en ti


Recolócate
EXPERTOS EN OUTPLACEMENT


PROTELA
CUMPLE


Manuelita


Universidad de
La Sabana


CredibanCo


Comfaca


Berlitz


GLOBAL
Outsourcing


ComfaTolima
Somos familia


hanseatica


Scotiabank

OUR CLIENTS


Comfaguajira
Familias felices


COLPATRIA


Avanz


FENALCO
LA FUERZA QUE UNE


B
Hermanos


INALDE
Business School
UNIVERSIDAD DE LA SABANA


Dale Carnegie


CANPACK


Servicio
de Empleo


ALFREDO PAREDES
& ASOCIADOS


cencosud


Human
SOLUTIONS


UNIMINUTO
Corporación Universitaria Minuto de Dios
Educación de calidad al alcance de todos


Salud
Comfamiliar
RISARALDA


UNIVERSIDAD
SERGIO ARBOLEDA


la enepotencia
ORGANIZACIONES SIN LÍMITE


Comfenalco
TOLIMA

PERFORMANCE

A robust platform for human resource management that brings everything together in one place. It enables agile and close management of selection, development, teamwork, communication, and leadership processes for human talent.



Functionalities

Talent Selection and Identification

- ✓ Personnel Evaluation and Selection.
- ✓ Job Creation.
- ✓ Person-to-Job Matching.
- ✓ Individual Reports.
- ✓ Executive Reports.
- ✓ Reports.
- ✓ Data.

Talent Development

- ✓ Career Path.
- ✓ Historical Comparison.
- ✓ Improvement Gaps.
- ✓ Suggested Action Plans.

Teams

- ✓ Team Characteristics.
- ✓ Communication Management.
- ✓ Teamwork.
- ✓ Action Plan to Enhance High-Performance Teams.

Leadership

- ✓ Leadership Characteristics and Styles.
- ✓ Team Leadership.
- ✓ Leadership of Team Members.

Action Plan Management - APM

Online teaching and self-development module for employees on the path to achieving the organization's goals, with over 3,000 resources including podcasts, videos, books, and more

ADICIONAL

Potential

The NINE BOX methodology allows for identifying talent potential to develop and plan professional growth and improvement management.

ADICIONAL

Segmentation and Profiles

- ✓ Segmentation of levels: Operational, Tactical, and Strategic.
- ✓ Performance measurement of Aptitudinal, Cognitive, and Behavioral Competencies.
- ✓ Comparative Analysis of Levels and Profiles.
- ✓ Development Plans.

Performance Sales

- ✓ Assessment of Sales Profiles.
- ✓ Manager, Supervisor, Technical
- ✓ Salesperson, Individual and Group Action Plans.
- ✓ Productivity Report

Through our Performance Company Platform, organizations will have access to:

- ✓ Unlimited use of 100% of the platform's functionalities at no cost.
- ✓ Platform for the administration and management of human resources processes.
- ✓ Identify individuals' natural talents.
- ✓ Understand the competencies present in employees and those where investment and development are reliable.
- ✓ Suggested development plans by competencies.
- ✓ Identify the best career path or trajectory for executives and/or professionals in transition.
- ✓ Select the best person for a position.
- ✓ Choose the best team members for a project or area.
- ✓ Identify the people needed in a specific area to achieve the vision.
- ✓ Enable a balance between creativity and operational efficiency in work areas.
- ✓ Improve leadership, teamwork, and communication within the organization.



We are currently present in:

- ✔ Panamá
- ✔ Perú
- ✔ Costa Rica
- ✔ Colombia
- ✔ Chile
- ✔ México
- ✔ Ecuador
- ✔ España
- ✔ El Salvador

100% Digital

Information in the cloud

Custom reports and interactive

Easy access and administration

More than 11 PDF reports

Modular

Supported by scientific evidence

Consolidated Reports, with analysis of all those evaluated on aspects to evaluated..

Data Analytics

Tutorial videos for each of the platform's functionalities

Certifications

- Certification of Validity and Reliability
- 95% Accuracy 90% Acceptability
- Certification of Copyright and Intellectual Property Rights

Strategic Alliances

Apps.co

GOBIERNO DE COLOMBIA · MINTIC

Unidad del Servicio de Empleo

POLYGONUS

FOR BEYOND