

Your
Innovative
Assessment
Tool



UBMAIOR
To chiefly value

OUR VISION

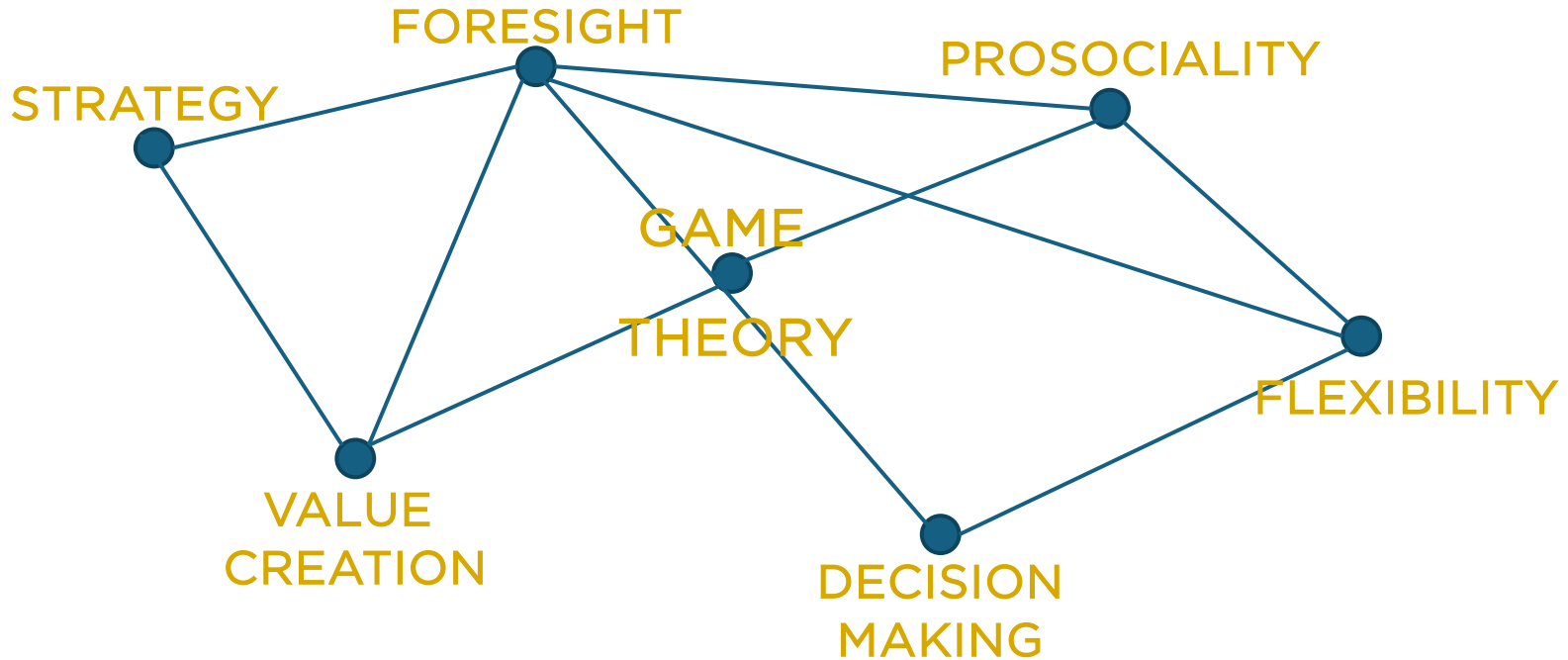
To uncover hidden potential, quickly fill gaps and strengthen your leadership by building more cohesive, resilient and results-oriented teams.

ASSESSMENT (R)EVOLUTION

LINKING GAME THEORIES, NEUROBIOLOGY, AND EVALUATION

The goal is to provide an objective, data-driven assessment of critical behavioural traits that are necessary for high-performance teams and leadership roles in dynamic environments.

CONNECT THE DOTS



WHY ASSESSMENT

MASSIVE RECRUITING GAINS

69%

Greater likelihood for candidates to receive offer

57%

Reduction in recruiter screens

11%

Increase in socio-economic diversity

95%

Candidate satisfaction rate

WHY ASSESSMENT

In addition to enhancing managers' own abilities, implementing an evaluation system has a favourable impact on company performance, employee happiness, and overall organisational success.

McKinsey (2018)

Businesses that evaluate their managers through assessments outperform those that don't by 30%.

HBR (2017)

70% of managers are not aware of their weaknesses.

Gallup (2016)

Using assessment tool led to a reduction of employee turnover by 14%.

CEB (2016)

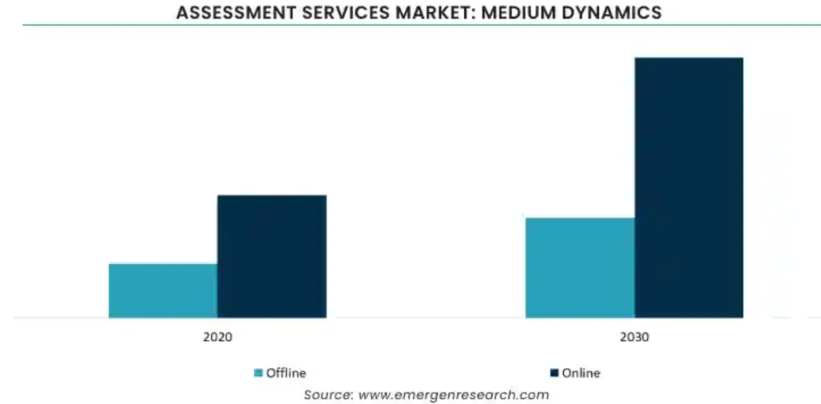
Managers who receive regular training increase employee engagement by 15%.

Gallup (2015)

Only 35% of employees say they have a strong and competent leader.

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Online assessment platforms are increasingly popular due to remote work and digital learning, especially during the COVID-19 pandemic.



They provide sophisticated features including data analytics, scalability, and accessibility.

Hybrid methods preserve the integrity of assessments while taking into account both in-person and remote learning.



ARE TRADITIONAL MANAGERIAL
ASSESSMENT SYSTEMS TRULY EFFECTIVE
IN IDENTIFYING AND CULTIVATING
TOP TALENT?



THE GAP

In today's corporate world, the evaluation of soft skills has become a common practice in assessing managerial performance. While this method can provide valuable insights into a manager's current abilities, it may not accurately **PREDICT** their potential for future success within the organization.

According to *Deloitte's Human Capital Research*
“ **89% of HR Directors felt that unsuccessful candidates lacked skills for the role** ”

THE ROLE OF APTITUDE TESTS IN MODERN ORGANIZATIONS

Mathematical models provide a dependable alternative that can be used across industries, enabling objective and quantitative assessments of these abilities.

Traditional methods of evaluating these traits, such as interviews or self-reported questionnaires, are often skewed and inaccurate.

In today's competitive environment, organisations are looking for individuals who possess both technical and soft skills, such as effective collaboration, flexibility, decision-making under pressure, and impartiality.

Mathematical models
are based on
sophisticated
algorithms drawn from
behavioral economics,
statistics, and decision
theories

METHODOLOGY:

HOW MATHEMATICAL MODELS WORK

- **Input Data:** the individual's responses to test scenarios, including decisions made, time taken, and interactions with others.
- **Modeling Behavior:** simulating a range of conditions and decision-tree algorithms for high-pressure choices.
- **Scoring System:** each response is assigned a numerical value based on predefined criteria.

KEY COMPETENCIES EVALUATED

Collaboration and Competition

Mathematical models assess teamwork, information sharing, and contribution to group objectives. Differently the ability to pursue ambitious goals, stimulating a healthy rivalry leads to excellent results.

Risk tolerance

Reflects the willingness and approach to taking risks in decision-making. It defines how you balance potential opportunities and uncertainties, ranging from risk-averse (cautious and focused on stability) to risk-seeking (proactive in pursuing high-reward opportunities despite uncertainty)

Bias Independence

The presence of bias can undermine fair decision-making and cooperation.. Bias detection algorithms are calibrated to compare individual responses to a neutral, predefined benchmark, highlighting deviations that indicate unconscious preferences or prejudices.

BENEFITS

- ✓ **Positive impact on business** both in terms of operational results and management team engagement and retention, leading to greater efficiency and productivity. UBMAIOR also helps to identify talent by reducing the risk of selection mistakes.
- ✓ **Different types of managerial profiles depending on the combination of areas.** A more aware, agile and ready professional for the challenges of the future.
- ✓ **Overcoming ambiguities.** The focus shifts from the evaluation of personality traits to their translation into concrete work behaviors.
- ✓ **Greater adherence to the business environment.** The four areas are closely linked to critical success factors and are calibrated to the business context. The risk appetite, for example, will have a different weight depending on whether it is a manager operating within a startup or a large established company.
- ✓ **Forecasting of performance.** The model, based on mathematical algorithms, gives precise indications of a manager's abilities and his interactions with the environment.

THE TEAM

Francesca

POZZI

CEO Founder



A visionary professional, focused on the individual, with a strong inclination for innovation Entrepreneur and former executive with clear focus on objectives.

Passionate about nurturing and developing talent. Over thirty years of experience, achieving success in managing international brands, holding full P&L responsibility.

Giovanna

FOLCINI

CRO Founder



Eclectic, teacher with a multifaceted background: from Sport and Exercise science to pedagogy, from communication to the sociology of organization. Passionate consultant in the field of sports coaching, winner of the Start Up Bergamo Award with MEDHIC.

Lorenzo

BARBATI

Software Developer



Curious and passionate about technology and innovation. Always looking for new challenges, constantly exploring languages and tools to develop efficient and intuitive solutions. Tackle every project with creativity, always pushing the limits to achieve goals..

Stefano

PARMIGIANI

Tech Developer



Graduating in Computer Science, he addresses every problem with precision and method, always looking for the most efficient and innovative solutions. Its ability to structure complex problems makes him a valuable element in any technological project.

THE OPS TEAM

Massimo

CARRARO

Senior Consultant



Former executive and consultant with extensive background in marketing, sales, and managing global corp. centred on reaching objectives via a customised strategy. Devoted to teaching how to effectively manage change through coaching, mentoring, and training.

EMMA

Graphic support



Graduating in Graphic Design, with a strong passion for creativity and aesthetics, she is distinguished by her ability to transform innovative ideas into unique visual solutions. She uses her talent to interpret the company concept.

JACOPO

Admin e CS support



Young enthusiastic and creative designer. Sociable and always ready to collaborate, He posses a unique ability to listen to customers and translate their needs into innovative and functional solutions. Face every challenge with energy and determination.

ANDREA

PR support



Master's degree in economics and management of cultural assets, passionate about art and luxury. Endowed with extraordinary communication skills, she brings to bear her talent in creating connections and promoting Ubmaior with style and charisma.

PIETRO

PM support



Graduating in management engineering, he has a great passion for problem-solving and project management. He has strong analytical and managerial skills, supported by insatiable curiosity and a mindset for continuous improvement.

ATHENA

Menthal support



Golden Retriever with over ten years of experience in mental support. With her contagious enthusiasm and her infallible cuddles, she keeps the team motivated and serene, always ready to wiggle her toe to relieve stress (on the condition of some prize...)

UBMAIOR™

To chiefly value

“THE SECRET OF CHANGE IS FOCUS ALL YOUR ENERGIES
NOT IN FIGHTING THE OLD BUT IN CREATING THE NEW” - Socrate

Do you have any questions? Drop a message o give us a call.
Thank you

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Project peer reviewed by
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Evaluation: Approved with
minor revisions



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