

Garuda User License

The **Garuda HR tools** are well known for their user-friendliness and the **HEAD, HEART** and **LEGS** concept is also very easy to understand, to like and to visualize. The concept also provides organizations with a cognitive framework and a shared language that enables an open, respectful and constructive dialogue from the workshop floor to the board of directors.

In-house use of the tools on license basis is therefore a great way to *really* utilize all the features of the tools and to build a unique HR knowledge base within the company. Garuda thus provides a compact but comprehensive training seminar, including a final, formal User Certification of the participants.



The **HEAD** Work- The Cognitive Capability

The Head's work is to come up with ideas and solutions
- the ability to analyze, structure and organize.

The **HEART** Work - The Social Communicative Capability

The Heart's work is to get acceptance of the ideas and to enable teamwork
- the ability to cooperate and establish trusting relationships.

The **LEG** Work - The Performance Capability

The Leg's work is to implement the ideas - to get things done
- the ability to take independent action and responsibility.

User certification:

To become a certified Garuda Profile User, a 2+1 days training seminar is required. During the first two days the background, theory and structure of the Garuda Profile tool is explained, all the features of the user software is demonstrated and thorough training of personality analyses is done.

The Garuda on line system and how to use it is also fully explained. Each participant gets a training software package and will then be able to start practicing personality analyses using Garuda demo profiles from the included profile database.

The third training day, which is done 1-2 months after the first two, is dedicated to knowledge deepening, usage refreshing, Q&A, problem solving, experience exchange etc. For the Focus profile certification, a 1+1 day course is required.

Corporate license:

A Garuda Yearly Corporate License gives all certified users within the company the right to do an unlimited number of Profile analyses. The company gets a unique user name and each certified user gets a personal, unique ID. The PC software package comprises the Profile analysis program with a comprehensive reference database and user manuals as well as the Garuda On Line software for issuing passwords in any of the many available languages and for effective respondent management.

The yearly fee covers one set of software with two language databases, unlimited profile use and free support by e-mail and phone. A user specific e-mail message and a customized web page for respondent input, with company logo, corporate motto etc. is also included.

Personal license:

A Garuda Yearly Personal License for individuals and smaller organizations also gives a Certified user the right to do a number of Profile analyses. The Personal License is however only valid for one individual, limited to 150 profiles per year, is not transferrable and no customized entry page is possible. But in all other respects it is similar to the corporate, multi-user License.

Profile Packages:

For limited users, packages of 5, 10, 20 etc. profiles can be purchased to meet short term needs and limit the investment cost. It is easy to track remaining available profiles since such information is displayed at each downloading instant. For the HR consultant providing analysis services to clients, this package model is very suitable.



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