

LEADERSHIP ASSESSMENT CENTRE

MAKE THE RIGHT SELECTION
AND SUCCESSION DECISIONS



YOUR **F.I.R.S.T.** LEARNING & DEVELOPMENT PARTNER
FUTURE-READY. INNOVATIVE. RELEVANT. STRATEGIC. TRUSTED.

EVALUATE READINESS

ENSURE FIT

ENABLE THE FUTURE

Selecting leaders is one of the most important decisions a company makes, yet most organizations do not believe they have the required future leaders identified to fill critical roles.

When it comes to selection and succession decisions, having the right tools to assess people's competencies and aptitude is essential to making an effective business decision. Sometimes, putting people through psychometric testing and interviews is not sufficient, augmenting it with an assessment centre approach enables a reliable and objective method to ensure readiness and fit.

Whether you are determining if an individual is ready to take on the next role or hiring the right talent, our assessment approach will enable you to identify the right leaders for today and for the future.

The Influence Solution's Leadership Assessment Center is a high impact simulation that objectively measures leadership aptitude and skills in an immersive real-world experience.

Comprehensive, close-up evaluations of their abilities, strengths and weaknesses will be revealed through a simulated exercises with trained assessors evaluating them actively. It is based on a proven assessment approach that provides organizations with objective data on an individual's likelihood for success.

The results can also be leveraged to develop self awareness and leadership development as well as selection decisions.

INSIGHTS FOR DEVELOPMENT AND DECISION MAKING

REAL-LIFE BUSINESS SIMULATION

Imagine this. You are the new senior executive in the company where the growth in the main offerings have plateaued, in contrast to the fast-growing consulting division which also promises higher margins. What's your strategy to transform the business? A star performer indicates he is leaving for the competition. How do you convince him to stay? A new direct competitor has emerged on the scene which is luring away key talent with higher salaries and offering customers better value. Lay out your short and long term action plan to meet this challenge.

The above is just a sneak peak into the practical real-world leadership assessment scenarios. Measure a leaders' aptitude in handling a wide spectrum of business challenges, including:

- Nurturing a culture of high trust and collaboration
- Aligning the team with organizational strategy
- Improving employee engagement and performance
- Increasing profitability and margins in a competitive business environment
- Leading digital transformation and adapting offerings to the new reality
- Instilling effective performance management and appraisal
- Elevating the company's brand and inspiring people to "live the core values"
- Handling the challenges that arise from the recent merger and acquisition
- Overseeing the re-organization initiative
- Offshoring shared services to a lower-cost region
- And many more!

5 POWERFUL BENEFITS

Objective and independent

Our experienced assessors base their assessments on observed behavior on not inference. We help decision makers make key distinctions between the highest performing candidates.

Relevant and realistic

The identified behaviours are assessed based on the scenarios and demands on the job relevant to your organisation. The simulations and case studies are curated to ensure best fit for your current and future leadership needs.

Comprehensive and thorough

The rigorous assessment process is based on our comprehensive behavioural framework that is indicative of on-the-job leadership excellence. These qualities are essential in leading the organisation in today's fast-paced, changing and complex business environment.

Flexible Formats - In-person or virtual

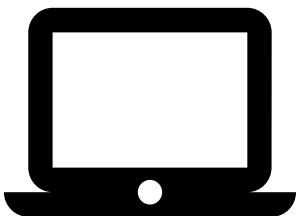
Our leadership assessment center has flexible formats to meet your preferences. We can deliver it as a half-day in-person assessment or a virtual assessment (up to 3.5 hours). All formats leverage a consistent methodology enabling quality decision making.

Employer Branding

This assessment center experience is designed to promote employer branding in both selection and succession. This is an opportunity to create a positive impression of a professional organisation that puts people first, to all candidates, even if they aren't successful in getting hired or promoted.

WINNING FEATURES OF THE ASSESSMENT CENTER

REAL-LIFE SIMULATION



Simulations are designed to immerse candidates into practical challenges, assignments and interactions that the leaders will face in the real world.

The approach will include case studies, role-plays, formal presentations and written communication samples.

The simulation content is also available for translation into multiple languages, adapted to the leadership levels.

Receive a personalized report for each candidate with detailed observations and behavioural attributes that indicate key strengths, development areas and leadership fit.



INDIVIDUAL REPORTS

GROUP ANALYSIS



Group analysis is provided to provide objective, comparative reporting on the candidate pool, in view of the key desired outcomes. This ensures a quality decision making that advances organizational goals.

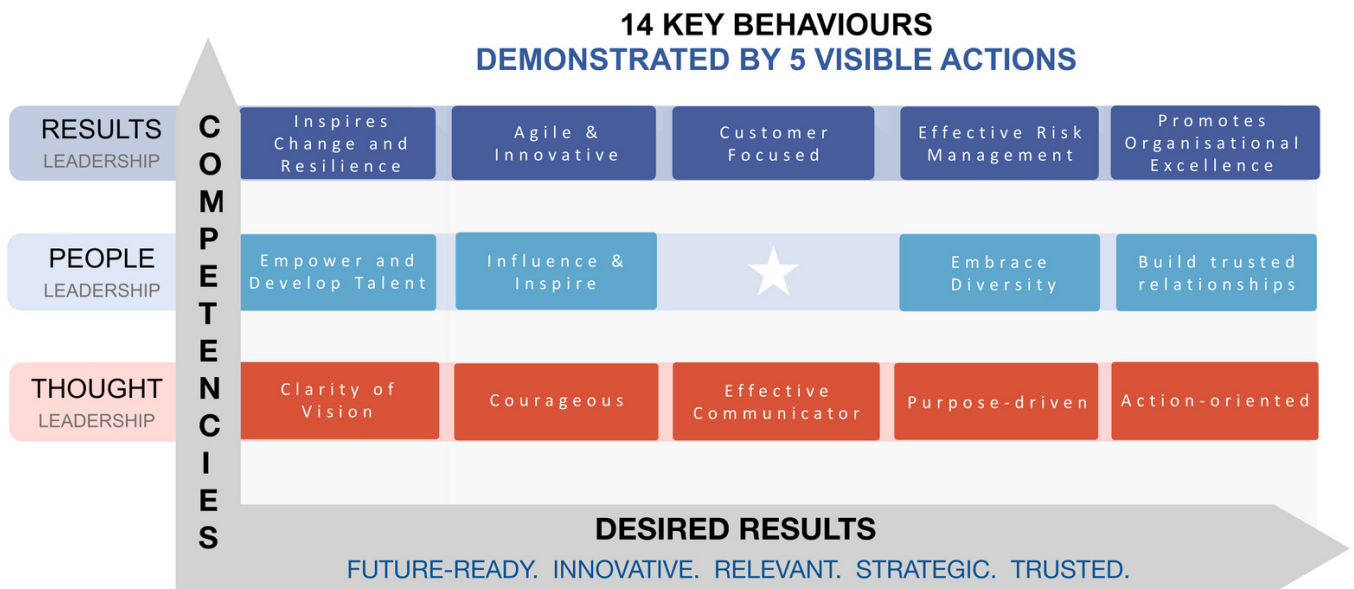
BEING F.I.R.S.T.

HELPING PEOPLE AND YOUR ORGANISATION BE F.I.R.S.T.

Our leadership assessment center framework is mapped to the Influence Solutions' proprietary F.I.R.S.T. framework.

The data harnessed will enable you to have deeper understanding on how your candidates feature on the indicators of being: *Future-Ready. Innovative. Relevant. Strategic. Trusted.*

Your organisation is gets to calibrate the leaders that are best poised to lead the organisation in being F.I.R.S.T.



For even more comprehensive results, pair the virtual leadership assessment center with the **F.I.R.S.T. 360 Leadership Profiling tool**, which provides holistic feedback to you on how F.I.R.S.T. the candidates are perceived to be by their supervisors, peers, team members and other key stakeholders. You will also gain deeper insights on qualitative feedback about their key strengths and development areas.

INVESTMENT

USD 1900 only per candidate

- ✓ Nett of taxes
- ✓ For a minimum of 12 candidates

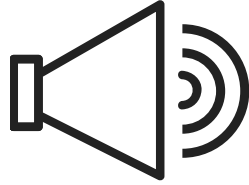
INCLUDES

- ✓ Design and development of the simulation session(s) to ensure the most relevant approach for your organisation
- ✓ Simulation session of up to 3.5 hours
- ✓ Personalized individual reports for each candidate
- ✓ Group analysis reporting session of up to 1 hour

NOTE

- ✓ This assessment center is also available for a smaller candidate pool from 1-11 persons. Investment details can be provided.
- ✓ Larger discounts available for bigger groups.
- ✓ The assessment center can be augmented with psychometric profiling of the candidates, charged on actuals.
- ✓ Translation into multiple languages can be provided for the simulation scenarios.
- ✓ Full flexibility can be provided for your timing and format preferences.

WE ARE VESTED IN YOUR SUCCESS.



THE BEST DECISIONS ARE THE BEST INFORMED ONES

INFLUENCE SOLUTIONS

YOUR **F.I.R.S.T.** LEARNING & DEVELOPMENT PARTNER

***F**uture-ready ***I**nnovative ***R**elevant ***S**trategic ***T**rusted

**FOR MORE INFORMATION, GO TO
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