

We work with organisations to devise solutions that **assess, identify, develop** and **engage** Leaders and High Potentials.



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*Developing Leader
Optimising Performance*

OPTIMAL is a professional services firm that provides people management solutions to organisations.

We deliver consulting services, development interventions and technology aiming to optimise organisations' return on human capital investment.

Committed to solid, credible client-consultant partnerships, our engagements are customised to the specific needs of each organisation.

We employ innovative approaches and proven methodologies to translate organisational strategy into business impacts. Our solutions are unique and scalable across all levels of management and traversing diverse regions.

Our Alliances

We integrate the best practices with state-of-the-art tools through partnership with global research and consulting companies.

Hogan Assessment Systems, an international authority in personality assessment and consulting, has over 30 years of experience in providing assessment solutions to over 2.5 million working adults among Fortune 500 organisations worldwide. Grounded in decades of research, the **Hogan** assessments predict job performance by assessing normal personality, derailment characteristics, core values, and cognitive reasoning ability.

Multi-Health Systems Inc., a psychological publishing company, specialises in the development of world leading psychological assessments. The **Emotional Quotient Inventory**, an emotional competence assessment developed based on more than 25 years of research, accurately predicts, measures, and improves the performance of employees in organisations.

Aquire™, formerly TimeVision, is the leading provider of automated organisation charting, workforce planning and analytical solutions. The **OrgPublisher** is a business software designed to improve human resource management and operational efficiency.

Kaplan DeVries Inc., a consulting firm specialising in executive development for individuals and teams, builds leadership models and assessment tools that serve as the content to fuel the talent management systems in organisations. The **Leadership Versatility Index®** is a 360° feedback assessment designed to demonstrate the connection between leader versatility and business effectiveness.

Self Management Group is the largest sales profiling company in the world, operating in over 40 countries with millions of people profiled. Based on over 30 years of research, SMG provides unique, proprietary assessment tools and extensive database help organisations to use dynamic statistical methods to attract and select top potential and maximise performance.



Licensed distributor:

Hogan Assessment Systems | The Leadership Versatility Index® | BarOn EQ-i® | POP™

CONSULTING

- Talent Management & Succession Planning Framework
- Assessment, Identification & Development of Leaders and High Potentials
- Talent & High Potentials Engagement Strategies
- Candidate Assessment (Internal & External Hire) – Graduate/ Experienced/ Leader
- Sales Potential Assessments
- Success Profile Framework
- Competency-based Interview Kit
- Development Intervention Resource Guide
- Performance & Rewards Management Design
- Pre-merger & Acquisition Talent Audit
- Post Merger & Acquisition Talent Assessment & Identification

TECHNOLOGY

- eRewards – Salary Review & Bonus Planning
- e360 – Multi-rater Feedback Survey
- OrgPublisher – Organisation Charting & Analysis

DEVELOPMENT

- The Versatile Leader
- The Emotionally Competent Leader
- The Engaging Leader
- Self Optimisation Workshop (Self awareness, Acceptance and Action)
- Self Optimisation Programme for Leaders / Hi-potentials (Leadership Coaching & Nurturing)
- Self Optimisation Programme for HR Leaders (HR Leadership Mentoring & Nurturing)
- Individual Development Plan Workshop (Post Assessments, Performance Reviews and 360-degree Feedback)
- Orchestrate Your Team to Optimal Performance (Team Effectiveness)
- Orchestrate Your Team to Optimal Performance (Team Leader Coaching)
- BarOn EQ-i® & EQ-360™ Certification Workshop
- Hogan Assessment Systems Certification Workshop