

Tapping the Potential.  
Harnessing the Talent to Achieve  
Your Competitive Edge.



DEVELOPING LEADERS • OPTIMISING PERFORMANCE

# Talent Assessment & Identification Capabilities

To meet the on-going challenges of placing the right talent in the right position and developing high potential talent for future positions of responsibility, Optimal offers robust capability for assessing and identifying leadership potential and developmental needs within your team and organisation.

## 1. MULTI-DIMENSIONAL ASSESSMENT APPROACH

### *Capturing the Optimal Fit for Organisational Success*

OPTIMAL helps your organisation select and retain talent based on various key areas that predict individual performance and potential. It helps identify the right candidate quickly and accurately for effective talent pool development and succession planning.

Consistent, relevant and accurate, our multi-dimensional assessment approach provides valuable information and concrete criteria for guiding effective selection, promotion, succession planning and development decisions.



CONTRIBUTORS TO SUCCESS



## 2. INTEGRATION OF MULTIPLE DATA POINTS INTO A SINGLE POTENTIAL INDEX

### *Identifying and Categorising Your Talent Pool*

OPTIMAL assessment tools help your organisation to understand and predict employee performance and potential, ensuring you select the right person for the right job and guaranteeing the right cultural fit.

Using **different combinations of assessments** administered at various organisational levels, we can objectively define the **talent type** and gauge their **potential** based on **multiple data points**.

## 3. A WIDENED SCOPE OF THE APPLICATION

### *Leveraging Critical Information about the Talent throughout the Entire Employment Life Cycle*

The assessment results not **only** help your organisation identify the optimal fit candidates and high potential, they can also integrate seamlessly with other talent management solutions to maximise individual performance and organisational success. This helps you create a workforce that is aligned to your strategic business objectives while streamlining the HRM processes.

For further information, please contact the office nearest you

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