

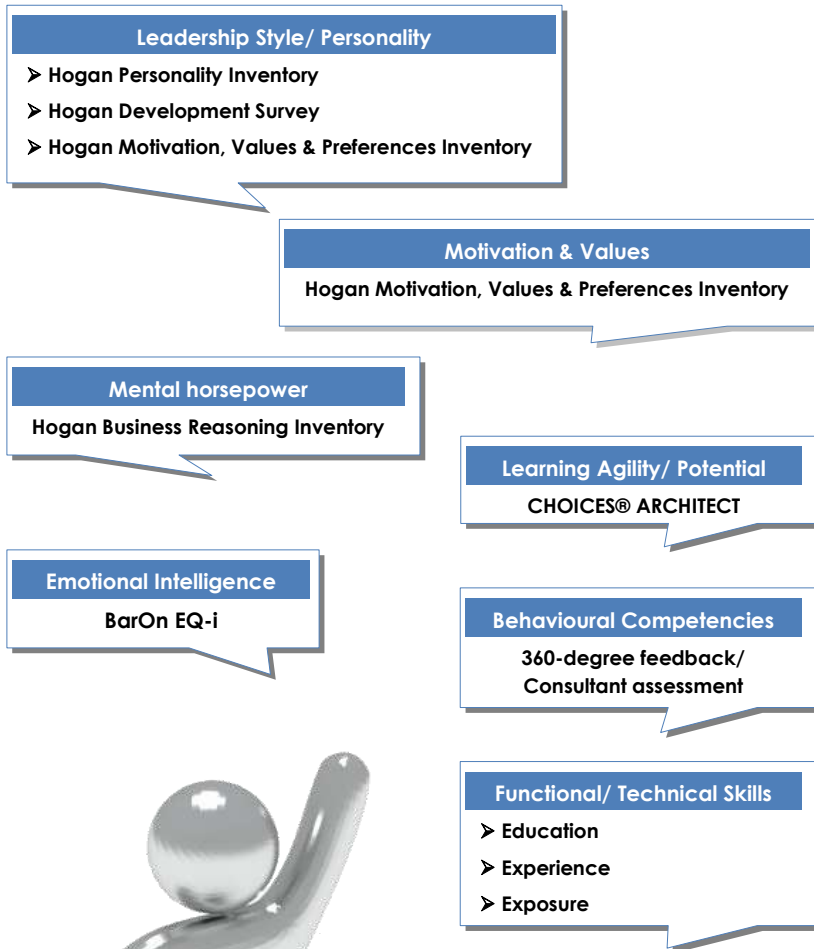
# DEVELOPING LEADERS. OPTIMISING PERFORMANCE.

TALENT ASSESSMENT, IDENTIFICATION, DEVELOPMENT & ENGAGEMENT CAPABILITIES



## What contribute to individual And ultimately organisational **SUCCESS?**

How can they be measured & developed?



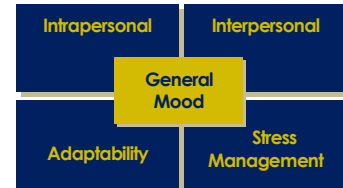
### HOGAN ASSESSMENT SYSTEMS

Personality & Judgement assessment tool



### BARON EQ-i

EQ assessment tool



Effective Performance

### CHOICES® ARCHITECT

Potential assessment tool



### VOICES® 2005

Competency-based 360-degree assessment tool

### INTERVIEW ARCHITECT®

Competency-based Structured Interview



# DEVELOPING LEADERS. OPTIMISING PERFORMANCE.

TALENT ASSESSMENT, IDENTIFICATION, DEVELOPMENT & ENGAGEMENT CAPABILITIES



## OPTIMAL Talent Management Model

**A**ssess the best possible fit

**I**dentify & plan the best possible fit talent for the future

**D**evelop for optimal performance

**E**ngage talents to ensure zero turn over

## ASSESS

Our selection and assessment approach:



## IDENTIFY

“Only 1/3 of companies are effective at identifying future Leaders!”

The Conference Board 2002

Assessment results can be used to create:

1. TALENT DASHBOARD to score candidate's potential
2. TALENT POOL MATRIX to define TALENT TYPE

## DEVELOP

1. Focus beyond training programme: LEARN BY DOING
2. Specific career development path and rewards strategy for each talent category
3. Leadership development at each critical level  
➤ LEADERSHIP EFFECTIVENESS AND DEVELOPMENT (LEAD) PROGRAMME
4. Executive coaching For senior leaders  
➤ SELF-OPTIMISATION PROGRAMME

## ENGAGE

“Talent don't leave jobs/ company, they leave their managers.”

Hogan 1990, Grossman 1998, Joinson 2001

1. Proactive measures of EMPLOYEE VALUE PROPOSITION
2. Align employee's engagement programmes with BUSINESS GOALS and employees' MOTIVATION, VALUES & PREFERENCES
3. Adopt psychological contract through team effectiveness:  
“THINK BEYOND TEAM BUILDING”



Talent Pool Matrix & Talent Categories

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