

ASSESSMENT SERVICES

Our core business has always been the identification and evaluation of leadership talent.

We began over 30 years ago assessing key external candidates for hire. While we still provide that service to many organizations, today we assess hundreds of individuals each year for development, advancement capability and succession planning. Our assessments provide an objective, “unvarnished” look at your talent against the backdrop of the thousands of professionals we have evaluated over the years, and are central to:

- Hiring and promoting talented managers and executives
- Evaluating your benchstrength and auditing your management team
- Identifying and accelerating the development of high potential leaders
- Planning for succession both now and longer term

We utilize a blend of well-established core assessment practices and have brought this service to small, medium and large organizations, across diverse industries and at all levels of leadership:

Individual Assessments are usually comprised of a comprehensive interview (e.g., boss, peers, direct reports) and a test battery (e.g., cognitive ability, personality, leadership inventories, 360° feedback surveys) and are used primarily for both the selection of external candidates and promotional decision making at the managerial and executive level. Our feedback, in turn, can jumpstart on-boarding and drive developmental planning.

360° Assessments are conducted through interviews and/or online surveys and are used almost exclusively for the identification and development of internal talent—preparing individuals for advancement, identifying and accelerating high potentials and readying successor candidates to step up to bigger responsibilities.

Assessment Centers consist of day-long group assessments and include a series of business simulations, problem-solving exercises, interviews, etc. Used primarily with middle manager and front line supervisor candidates, this rigorous process ensures a “real world” look at candidate behavior under the most practical and relevant of conditions.

Vantage excels in:

- **Identifying what is required for success**
 - We will meet with hiring managers to fully understand business objectives, leadership challenges and the qualities required for a particular role or position
- **Getting an objective “read” on your people by identifying:**
 - An individual’s unique strengths and ways to leverage these skills to best add value

- Possible de-railers which could substantially limit success
- Why someone might not be a good fit with the culture or a particular manager
- Potential to advance further or assume more responsibility
- ***Helping you make the tough people calls***
 - We will turn our assessment observations into a clear opinion or recommendation for hiring, promoting, repositioning or succession planning in order to help guide your decision-making.
- ***Facilitating development and on-boarding between the new executive and his/her manager***
 - We will help establish the right set of expectations for supporting and coaching a new or recently promoted executive. This often overlooked practice has been shown to dramatically increase the likelihood of long-term success.

Why is our assessment approach superior?

- ***Vantage has a unique perspective on world class talent***
 - By world class talent, we mean leaders who can consistently deliver **extraordinary results**, establish and drive **significant enterprise change**, attract and develop **outstanding talent**, provide **thought leadership**, and demonstrate **real leadership presence**.
- ***Our experienced assessors compare each candidate to our industry norms, which include thousands of leaders across North American and global organizations***
- ***Our assessments help to improve hiring and promotional decisions***
 - From a selection perspective, we can establish the economic value of assessment, given that the typical cost of a bad hire is more than two times an employee's salary.
 - From a development perspective, companies that invest in their leaders typically outperform their competitors by substantial margins.
- ***We are sensitive to the current economic conditions and their impact on leadership requirements across industries, causing us to carefully consider what changes and what remains the same in terms of the requirements for leadership***
 - Just as great leaders help reduce uncertainty in their organizations, we are very good at decreasing the uncertainty involved with your hiring decisions.

If you have questions about this service or wish to talk to references, please contact us directly at 312.236.9351 or info@vantageleadership.com.