

## MASTER ASSESSOR PROGRAM (MAP)

**We can embed superior assessment capability by helping your recruiters, HR team and line managers dramatically strengthen their talent identification skills through our Master Assessor Program (MAP).**

We believe in forming strategic partnerships with our customers, and we always strive for skill transfer—to equip them with the organizational capability to internalize Strategic Talent Management permanently. Much of that transfer is a result of ongoing dialogue and consulting over time. However, we have also developed a process to build deep assessment capability called the **Master Assessor Program (MAP)**.

MAP is a process of teaching and supervising individuals to help them become internal assessment **experts**. This program can be implemented throughout the company to build organizational capability in talent management and decision making.

Consider the following questions: To what extent does your company seek to hire top talent? How confident are you that your interviewers operate with a consistent and high bar? Ask candidates the right questions? Know how to accurately differentiate “great” from “competent” talent? Make the right call about whom to hire? These are tough questions that leave most executives more than a little anxious.

And, of course, many companies provide training on how to conduct fair, legal and productive interviews...but Vantage takes these skill-building efforts to an entirely new level. MAP combines highly interactive classroom training with “supervised interviews” to ensure that both confidence and skill is transferred.

### **About our program:**

#### *MAP begins with a 1.5-day training session\* in which participants...*

- Master your company’s Leadership Model
- Behaviorally define “great” vs. “good” for each leadership dimension
- Learn how to read resumes with a more critical eye
- Practice basic and advanced interviewing skills
- Get in touch with and work to overcome their personal biases and assumptions about candidates
- Work with others to calibrate views of the candidate’s strengths and weaknesses
- Understand the Master Assessor’s role and obligations in your organization’s selection process

*\*Classroom training is tailored for each audience and will reinforce the company’s current selection process.*

### ***About the supervised interviews:***

Following classroom training, we pair an experienced Vantage consultant/assessor with each of your interviewers to jointly conduct 4 (or more) interviews with real candidates (typically over several weeks).

- The Vantage consultant has accountability for leading the first interview.
- The pair collaborates on the second and third interviews.
- Your interviewer conducts the final interview. Along the way, the Vantage consultant both models excellent interview and assessment skills and provides candid feedback to your interviewer.

### ***Other facts about MAP:***

- The Vantage consultant will determine if the interviewer is ready to be certified. On occasion, the consultant may determine that a few more supervised interviews are appropriate.
- Vantage recommends holding a second classroom session in which your MAP interviewers offer feedback, share learnings, ask questions and continue their education.
- As more of your interviewers become certified, they are then ready to train their colleagues—thus having the internal capability to sustain excellence in interviewing and assessing candidates.

***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](mailto:info@vantageleadership.com).***