

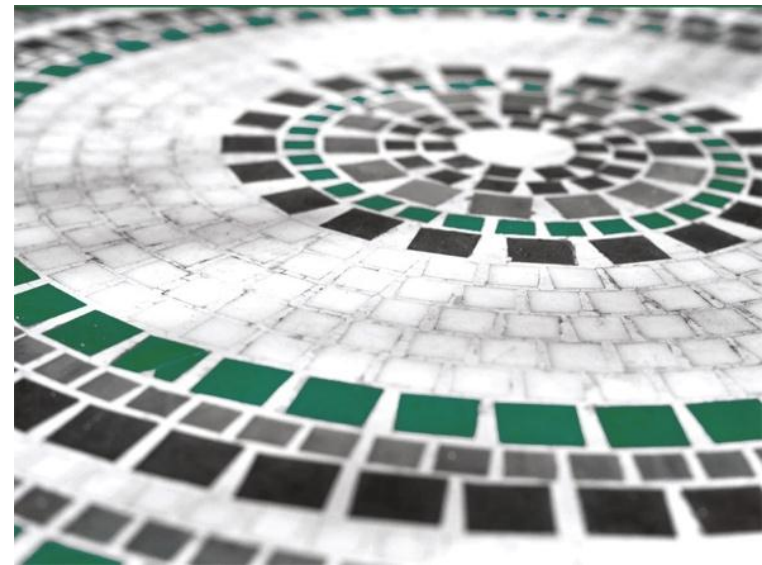
Pinsight 

Scala presents

**Assessment centres
and
Technology**

**for
A & DC
Conference**

25 November 2014





GLOBAL ASSESSOR POOL

You Face Many Challenges

Targeted development
vs. one size fits all

Visible improvement

Opportunities to
practise new skills

Resistance to
assessments

Trainees' engagement in
classes

Relevant on-the-job
assignments

Alignment with
business strategy

Identification of
potential

Executive support

Transparency of
selection process

Retention of top
performers

Readiness of
successors

Taking high potentials
out of work

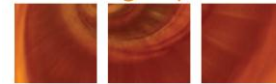
Measuring ROI

Insight on strengths
and weaknesses

Time to productivity

Coaching from
managers

Travelling & facilities
costs



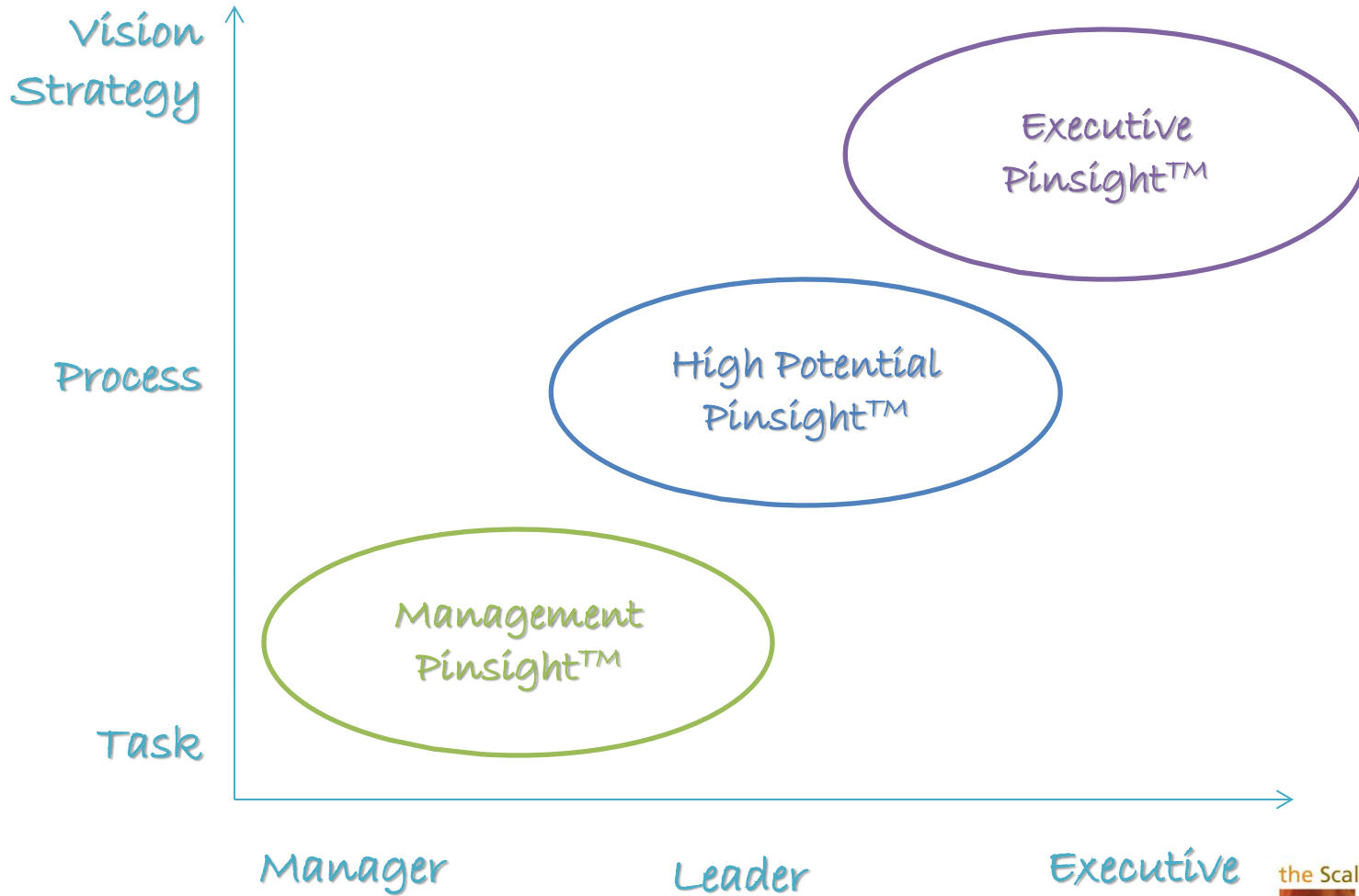
the Scala group is proud to
present



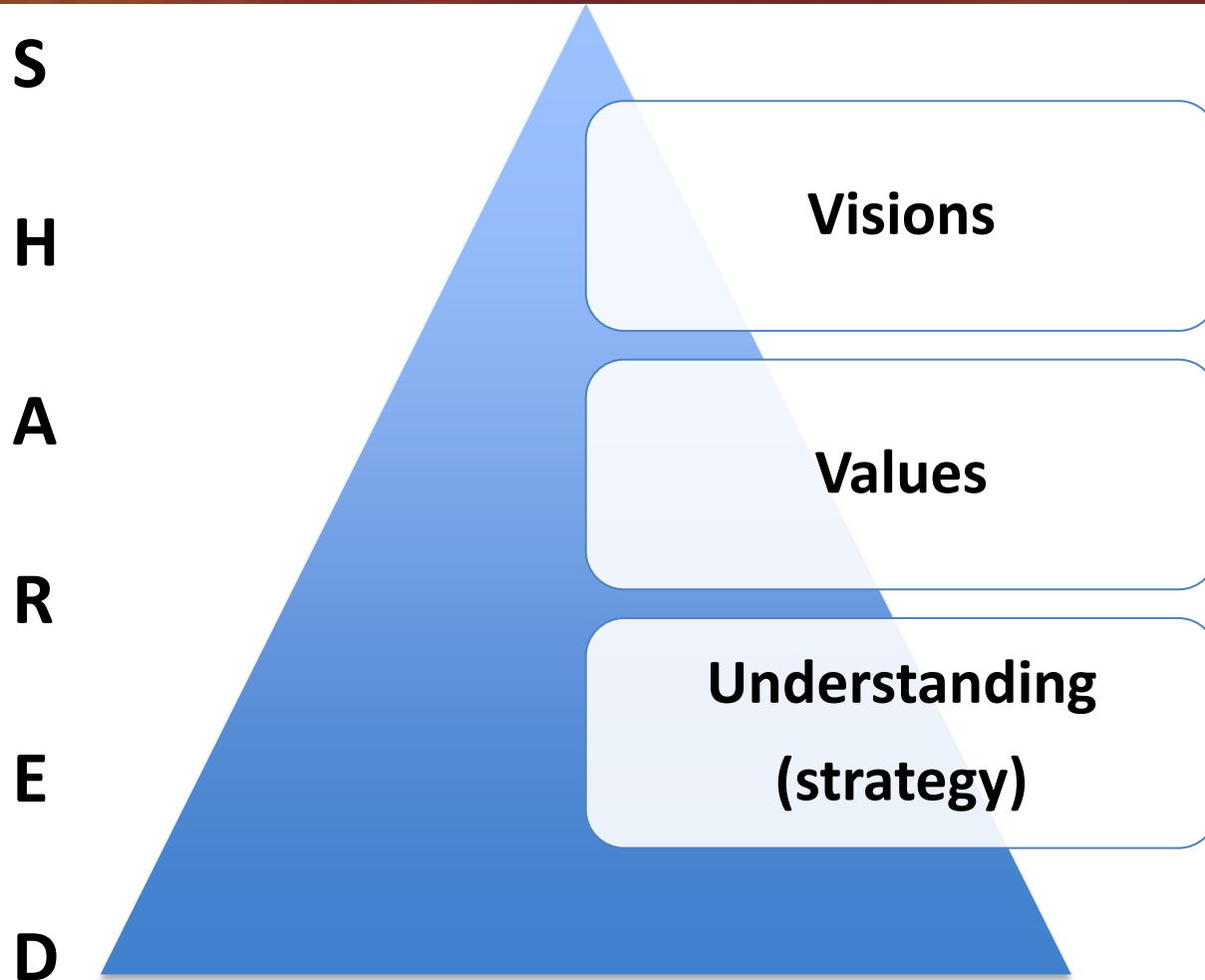
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Why great simulation improves performance

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The new leadership model



The value of self-awareness



the Scala group



developing people in business

High performance

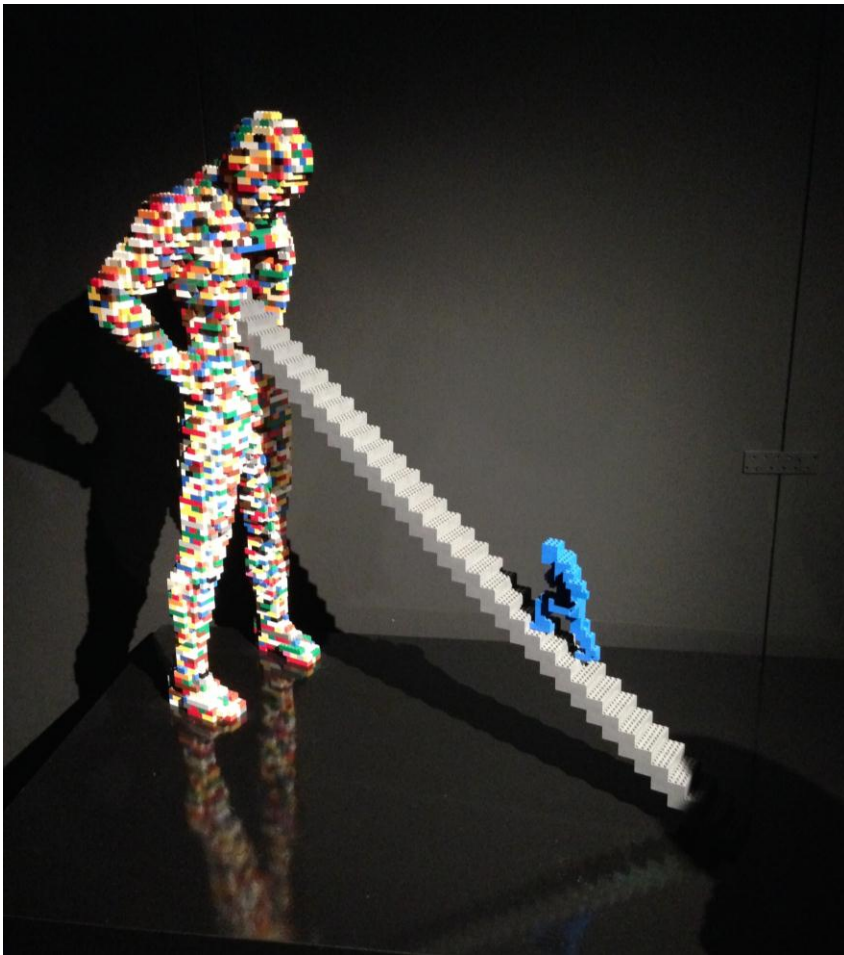


Stepladder

By Nathan Sawaya. At The Art of Brick, Old Truman Brewery, London, October 2014.

“Sometimes, when you are looking for a step up, you don’t have to look further than yourself. We’re all capable of more than we think.”

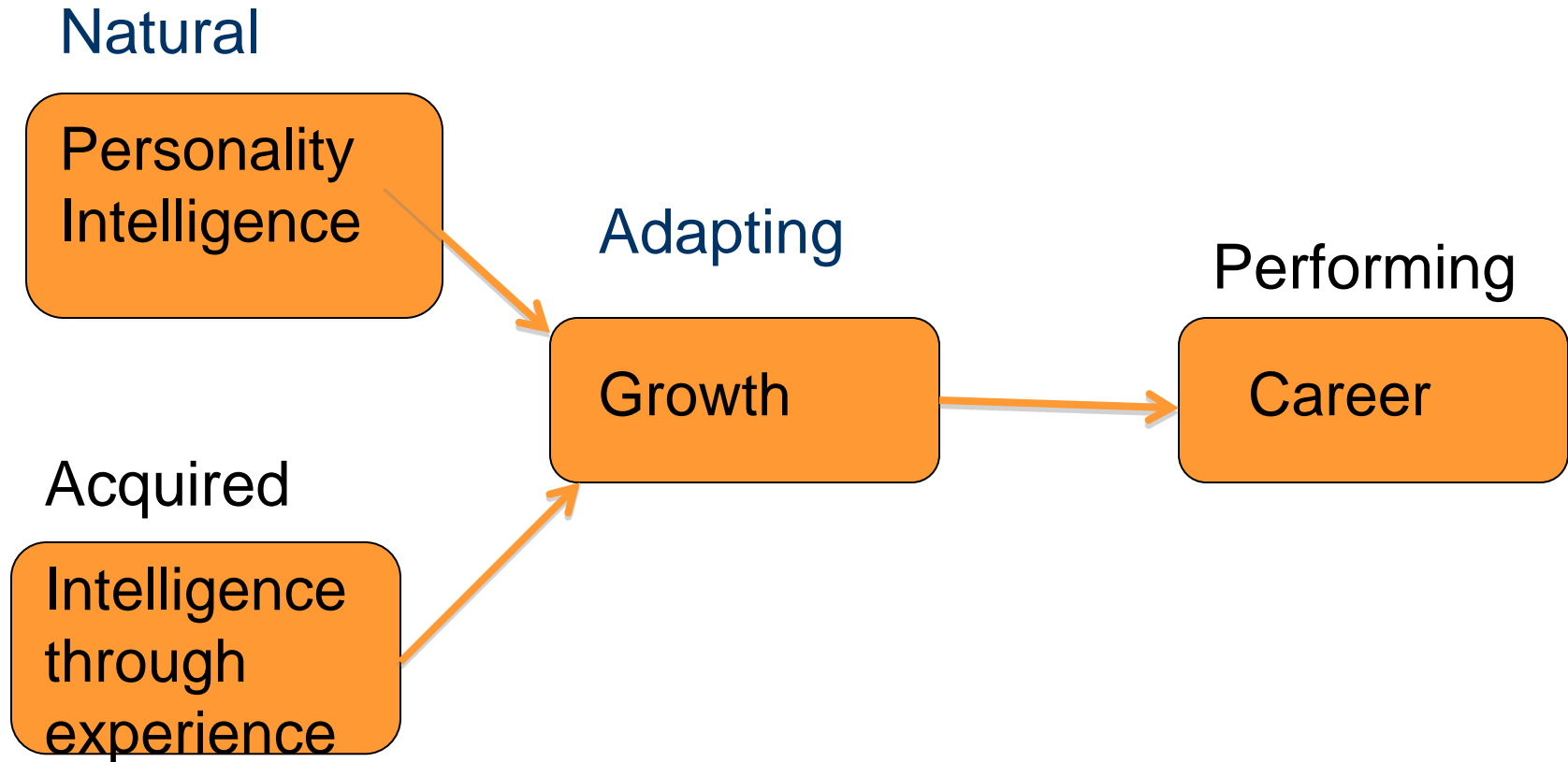
What is potential?



By Nathan Sawaya. At The Art of Brick, Old Truman Brewery, London, October 2014.

Find your talent within

Focus on talent and potential



Gareth Roberts Competencies Framework + Hay Group

The 10 great things great global client leaders do

1. Put the client first	With a single-minded focus on doing what is in the best interest of the client, provide communications solutions that achieve outstanding business results
2. Set the strategy	Be the thought leader who is trusted by the client and the team to frame the agenda for success
3. Champion the idea	Translate insights into a powerful idea that transcends any one discipline and focuses the work
4. Drive innovation	Push the envelope with the client and the team. Guide a creative approach that uses the best thinking of all relevant disciplines

Growth dimensions



- Thinking beyond boundaries
- Curiosity and eagerness to learn
- Social understanding and empathy
- Emotional balance

(Hay Group)

Derailers



Tailor to Individual Needs

Leading Teams

Capacity to motivate and guide teams toward successful execution of tasks and business objectives.



Builds Team Spirit

What you did well

Advocate for team cohesion.

What you did okay

Suggest procedures and processes to accomplish team goals.



What you did not do

Link team's mission to organization's strategy.

Establish team-building activities to strengthen cohesion.

Manages Conflict

What you did well

What you did okay

Argue for benefits and importance of conflict resolution.

Remain objective rather than picking sides.



What you did not do

Recognize when conversation is unsafe and steer the discussion to re-establish safety.

Ask questions that allow one to see the other side of the story.

Focus the discussion on the future rather than the past.

Gain commitment from both sides to a resolution.

Recognizes Success

What you did well

What you did okay



What you did not do

Proactively search for team success stories.

Share team success stories with individual team members.

Shows Flexible Leadership Style

What you did well

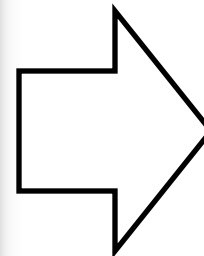
What you did okay

Show understanding of different leadership styles.



What you did not do

Recognize maturity level and needs of followers.

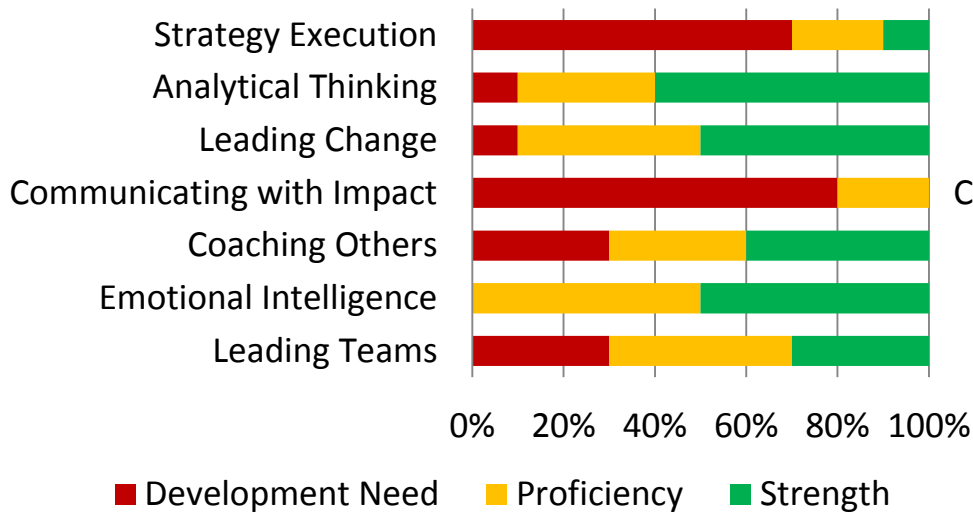


- Development plan
- Coaching
- Mentoring
- Stretch assignments

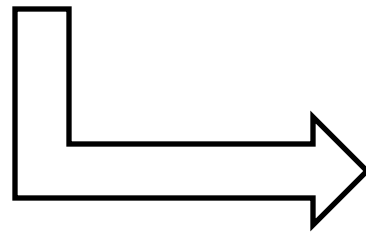
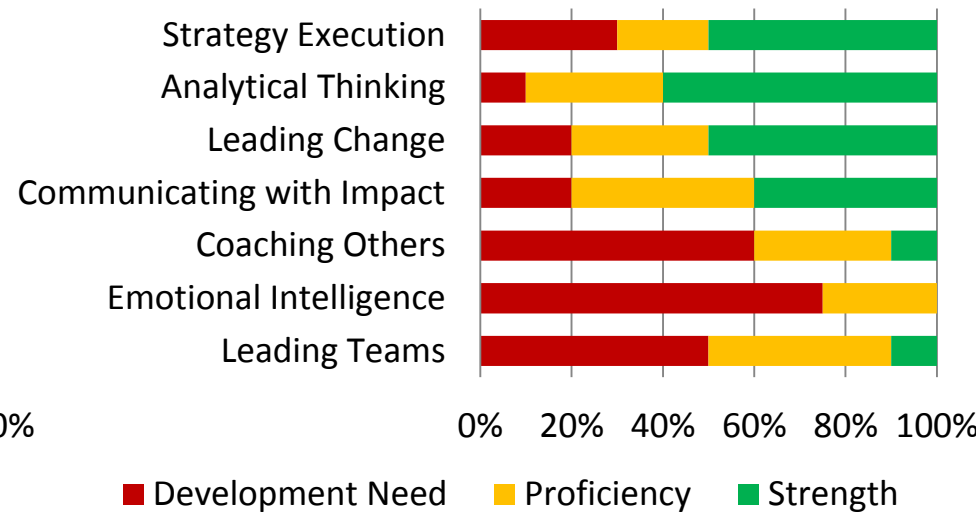


Tailor to Individual Needs

Track 2: Ready in 6 months



Track 3: Ready in 12 months



- **Leadership classes**
- **Workshops**
- **Action and peer learning**

Keep in touch

JANICE CAPLAN



STRATEGIC TALENT DEVELOPMENT

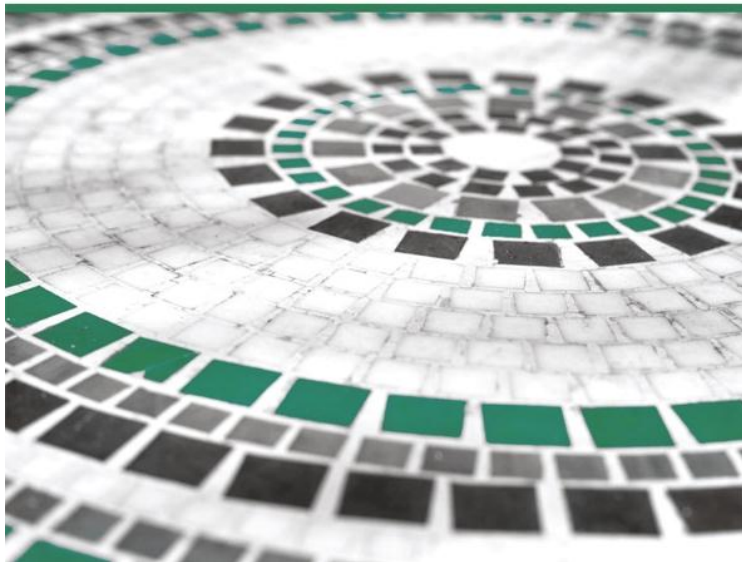
Develop and engage all your people for business success

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Assessment
Circle
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developing people in business