



Executive Assessment



Why Use Executive Assessment?

For many organisations, attracting potentially suitable people for senior roles tends to be less difficult than ensuring that they are exactly the **right fit** for the role and culture.

The risks attached to making what turns out to be a less than successful appointment are considerable. The ramifications in terms of internal progress, external image and the effect on the individuals concerned, can be damaging.

Kiddy International's in-depth **Executive Assessment** service takes a rigorous approach to judging the suitability of **external** or **internal** candidates for specific roles, helping organisations make recruitment decisions that are:

- **Right for the organisation**
- **Right for the role**
- **Right for the individual**

Our service is most often used for:

- Assessing people for key executive roles.
- Public and private sector assignments.
- Situations where previous un-assessed incumbents have not met expectations.
- Assessing headhunter shortlists.
- Internal promotions and career development re-assignments.

The Assessment Process:

After we have taken time understanding the role, the assessor spends a half-day with each candidate during which the candidate completes a range of assessment papers (personality and ability) and participates in a thorough in-depth discussion.

From the assessment session we draw up a detailed, un-biased report that can be used in the final stages of the selection process, to ensure you have the right person for the organisation. In most situations the report is also used as a basis for the ongoing development of the new executive.

Our reports are "jargon-free", pithy and contain clear recommendations about the suitability of candidates in relation to the demands of the role, as well as their "personal-fit" within the organisation. Additionally we are available for **feedback meetings** with the selection panel to give direct advice and answer "what if?" questions.

Benefits To the Organisation:

The benefits of Executive Assessment to the organisation include:

- An objective and impartial view on the suitability of a range of candidates.
- Clear information on how the candidate is expected to perform the role.
- Rankings of candidates where there is a range of talent.
- The opportunity to talk through reports with the assessor.

Benefits To Candidates:

The benefits of Executive Assessment to your candidates include:

- The reassurance that their suitability is being considered objectively (often particularly important for internal candidates)
- Verbal feedback on the outcomes of the assessment tools, as well as a confidential and often enlightening process

Further Information:

To find out more please contact Kiddy International on 020 7863 8877.

Key features of our service:

- *In-depth process*
- *Objective evaluations*
- *Professional assessors*
- *Reliable information*
- *Link with organisation competencies*
- *Pithy written reports*
- *Clear advice*
- *Face-to-face feedback for selection panel if required*
- *Verbal feedback to candidates*
- *Quick response*
- *Consistent results over time*

