
Talent Assessment

What is Talent Assessment?

Often used as the first phase of the development and execution of an integrated talent strategy, our Talent Assessment takes a robust approach to understanding the capabilities of individual leaders, cadres of management or operating functions within a client's organisation.

Generator Talent has developed highly reliable and valid methods to assess talent, whether it is in one-off settings or across groups of leaders. We combine psychometric testing, 360 feedback, data analysis, structured simulations, interviews and referencing, along with the applied judgment intuition of our Program leaders in understanding, calibrating and categorising talent. We blend **art and science** in arriving at accurate and insightful pictures of executive talent.

The benefits to any Board, CEO or Executive Team of our approach include;

- Providing valuable insights to where your key talent sits and their relative strengths and development needs
- Delivering credible data so that you can make informed decisions on how to differentiate the investment in your leaders
- Targeting the development investment so that it gets you the capability you need, when and where you need it
- Getting buy-in to your organisational Talent Management processes

The Talent Assessment process comprises five key stages

- 1. Establish the Leadership Model for the Organisation** which includes the design and development of underpinning leadership competencies. These will enable us to finalise with you what can be assessed, how it will be assessed, the report format that aligns with your purpose and a project timeline. We also work with you to communicate this initiative to the participants to manage their engagement and your integrity around the process.
- 2. Assessment of Individual Capability, Potential & Performance** where we implement the assessment process. This step is designed around the level of executives involved and the outputs required, and draws upon our experience in designing, identifying and applying the right methods to measure and articulate talent within executive leaders.

- 3. Individual Reports** – This step is the creation of Individual Reports (including Development Plans) that are included in a feedback to participants in the form of a draft report. We capture their feedback and input to the process, and then make relevant changes to deliver a final report to the participants and the engaging client.
- 4. Group Talent Mapping** – Based on the data collected from the individual assessment processes and clients' performance data, we aggregate the group outcomes, analyse patterns and development needs and unlock group-level talent and capability insights.
- 5. Support an ongoing Process of Review & Monitoring** – In this stage we look to ensure you have established the relevant processes to help bed down Talent Management as an ongoing process. We can also support the delivery of development needs; where appropriate.

What makes our approach different?

Since 2004, we have assessed over 600 executive leaders across Australia, New Zealand, USA, Europe and Asia. Our experience tells us that there are some core leadership capabilities you should assess that don't change over time. We also know that within an industry or function, there will be unique bespoke requirements. We have the capability to tailor our approach to capture what are the differentiating skills, knowledge and experience needed for leaders in your organisation.

We are external and independent experts who can assess your talent and have no internal or political agenda – we can map, understand, articulate and develop Talent within organisations. It's in our heritage, and it's in our name.

Professional Fees

The cost involved in designing and delivering an outstanding talent assessment program is developed by working with you as the client to determine the amount of customisation needed to establish your talent profile, the number and type of instruments used to assess your talent, and the detail that you need in your reports to best suit your purpose.
