



Leadership Assessment Center

INDIVIDUAL ASSESSMENT

Never has so much been asked of leaders.

Functional expertise, global knowledge, motivational leadership and financial savvy are expected from day one. Yet one study of leaders found that four out of ten new leaders fail within 18 months

TRACOM's Leadership Assessment Center provides an objective and accurate measure of your leaders' current and future capabilities. Through a process that leverages strategic business information, job-related assessment tools, and in-person simulations, TRACOM's expert assessors work with participants to highlight key strengths and development needs and foster a dialogue regarding professional development.

The objectives of the Assessment Center are to:

- Provide an accurate, objective third-party assessment of the participant's leadership style
- Help the participant understand personal development opportunities targeted to improve leadership effectiveness
- Provide input to the organization's individual development process
- Identify areas in which the participant could develop through targeted skill development, challenging on-the-job experiences, and extensive feedback, coaching and mentoring

Benefits of the Leadership Assessment Center:

To the Individual

- Participate in a rich and motivating career development experience
- Receive feedback describing strengths and development opportunities
- Provide information to develop an actionable, targeted development plan

To the Organization

- Ensures the organization is strategically assessing, developing and deploying talent in alignment with business objectives
- Participants leave with increased focus on business objectives, higher levels of performance, and increased morale and commitment

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Audience

High Potential Leaders

Assessments Recommended

Personality
Critical Thinking

Timeline

Preparation - three weeks prior
Assessment - one day
Feedback - within 2 weeks after completion

How the Assessment Center is Designed

The Leadership Assessment Center is designed to be a loyalty-enhancing learning experience that focuses on outcomes that make a difference. The process is customized to your business, reflecting its challenges and operating methods. The activities include relevant and engaging simulations and leverage technology that mirrors the work environment.

The participant's manager is engaged throughout the entire process including feedback, development planning and coaching.



Preparation

- Personal accomplishment record highlighting experiences and accomplishments
- Online test providing comprehensive measure of personality

Assessment

- Critical thinking and problem solving tests
- In-basket exercise that simulates leadership tasks
- Coaching skills simulation
- Business opportunity evaluation activity
- Psychologist interview to discuss personal strengths, development areas and career aspirations

Feedback

- Behaviors to improve the participant's ability to build and lead a productive work team
- Specific skills and experiences that will enhance leadership effectiveness
- Development plan addressing targeted skill development, appropriate on-the-job experiences, and recommendations for coaching and mentoring.

For More Information:

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Solving Business Challenges Through:

| Leadership Development | Individual Performance
| Team Development | Employee Engagement