

Leadership Assessment

Assessing leadership ability

ResourceBank's Leadership model allows you to assess, measure and identify the leadership qualities of senior candidates resulting in you making informed decisions during executive selection projects.

Being able to identify and assess leadership qualities in a structured and objective way during a selection process is a challenge for many organisations. Characteristics that may be strong in a one on one interview situation are not always those that will be required in a leadership role. Having a more accurate insight into executive talent allows organisations to make these decisions more confidently — and avoid costly mistakes.

There have been many assessment models developed in recent years to assist companies in identifying in an objective way how individual candidates will perform as leaders.

Through extensive research, ResourceBank has developed its own '9 Point Leadership Model' structured on three core capabilities (see right).

These three core capabilities are divided into three sub-abilities which, in our experience, are most frequently required within a senior management population. The ResourceBank Leadership Model has been developed by our own team of Occupational Psychologists and Assessment Professionals who have vast experience as well as specialist expertise.

Our team utilises a range of different assessment tools and techniques to assess candidates against our model. We offer a tiered level of service so that we have something that is suitable for every

ResourceBank 9 point Leadership Model

ResourceBank has researched many assessment models and utilised our considerable experience of recruiting executive candidates within the UK to develop our own 9 point Leadership Model which has the following key benefits:

IT MATCHES MOST UK CORPORATE BUSINESS CULTURES

IT IS DESIGNED TO SUIT MIDDLE AND SENIOR LEVEL EXECUTIVES NOT JUST CHIEF EXECUTIVES

IT IS SIMPLE TO UNDERSTAND

IT ALLOWS VISUAL COMPARISONS BETWEEN CANDIDATES

IT PROVIDES A FAST AND COST EFFECTIVE METHOD OF ASSESSING POTENTIAL CANDIDATES

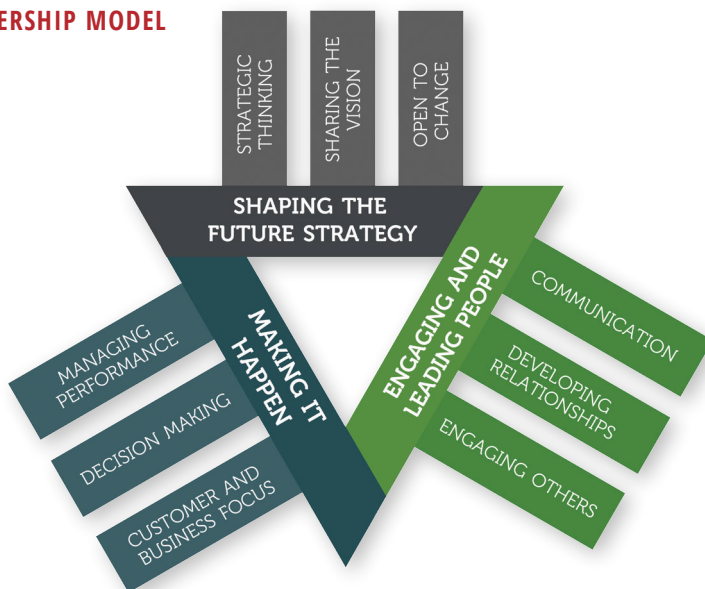
The 9 point Leadership Model is structured on three core capabilities:

SHAPING THE FUTURE STRATEGY

ENGAGING AND LEADING PEOPLE

MAKING IT HAPPEN

9 POINT LEADERSHIP MODEL



occasion. Our approach includes personality profiling and ability testing which is validated by one of our Occupational Psychologists resulting in a thorough report.

Our Leadership Model can be incorporated into our own Executive Search projects, undertaken in parallel to your own recruitment / selection process or undertaken as a stand-alone assessment project.

If you have your own leadership model or competency framework, we can use that or work with you to map it onto our model.

If you would like to know more, we would be pleased to come and meet you and talk about it in more detail. Please contact Harri Demetrios, Head of Assessment on 01952 281900. ■