

Predictive Leadership Assessments for Hiring & Development



Common Challenge

Most hiring decisions are heavily influenced by first impressions and extraneous factors unrelated to a person's ability to perform in the role.

Such decision errors can result in selecting the wrong candidate and driving better candidates to your competition to have superior hiring practices.

HCG Assessment Solutions

HCG assessment solutions are designed to provide in-depth and accurate view of a candidate. The assessments utilize tools that predict future performance. They may be utilized for multiple purposes.

HIRING

- Screens for job and organizational fit
- Compare candidates using ruler like precision
- Consultation with hiring team on fit with target role, hiring risks
- New hire onboarding, development planning and coaching based on assessment results

PROMOTION

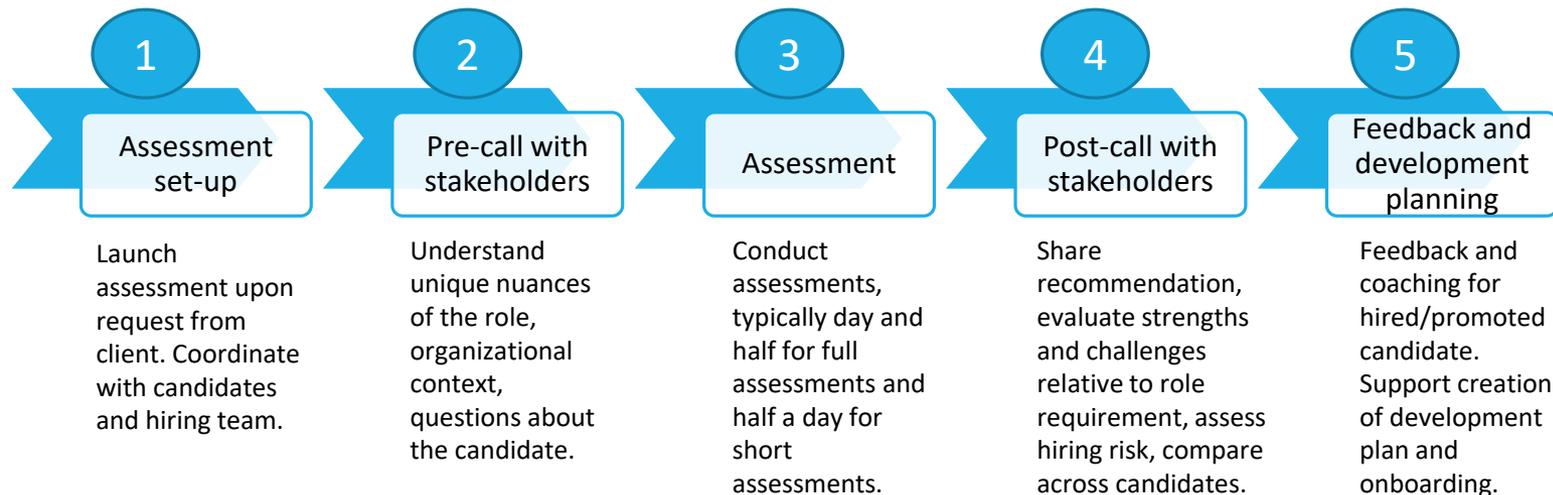
- Assess ability and potential to operate in the next role
- Make promotion decisions and succession planning
- Identify potential next role
- Consultation on probabilities to succeed in next role

DEVELOPMENT

- Identify skill and capability gaps
- Reveals capabilities that are difficult to close and those that can be easily developed
- Recommendations for closing gaps through development planning, job rotation, job experience
- Development planning and coaching based on assessment results

Assessment Process

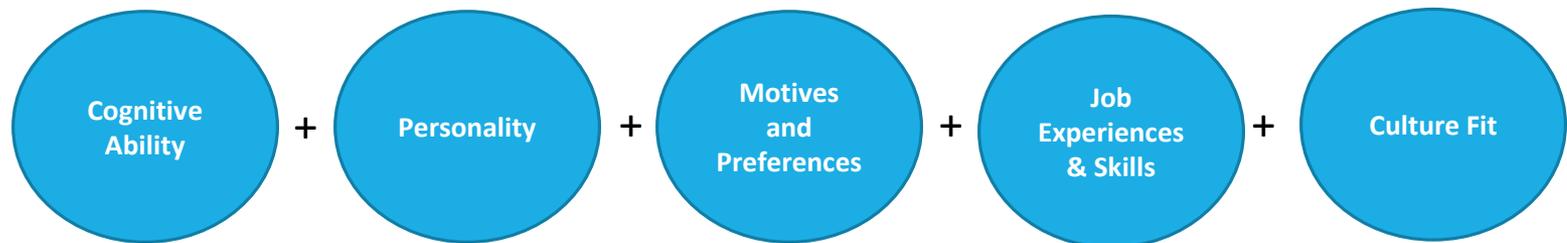
HCG's comprehensive assessment process addresses the last mile challenge, helping hiring manager make accurate decisions. Our time tested framework does not end with the delivery of the assessment insights. It includes consultation with the key stakeholders to provide decisions support.



Assessment Components

What is measured?

HCG predictive assessments utilized provide a comprehensive view of a candidate and provide insights that go beyond what interviews can provide.



The Power of Our Approach

Science-based Predictive Tools

- No silver bullet; a mix of personality, motives & aptitude measures
- Level-specific norms for interpretation

Multiple Camera Angles for Comprehensive Insights

- Objective insights from independent assessors
- Job level-specific business simulations
- Work sample of task-orientation and people orientation

Grounded in Organizational Context

- Strategic focus, emerging business challenges
- Company specific success factors
- Values and culture

A Positive Employer Brand

- Professional, pragmatic process
- Robust, practical feedback
- Positive candidate experience helping establish company brand

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