



measure  
performance  
and potential

define

**assess**

develop

manage

**your leadership talent**

# assessments.

as part of OIM's integrated leadership talent offering

An assessment battery is one of the most successful methods to gain a more accurate picture of an employee's behavioural preferences, work style, cultural fit, potential, attitudes, aptitudes and attributes.

Ideally, people's competencies should match the responsibilities entrusted to them. When this balance prevails, their productivity rate increases and the organisation benefits.

OIM helps you to find this critical balance.

Simply put, our assessments help you to deploy the right people in the right positions at the right time in their careers.

For more information mail [info@oimgroup.com](mailto:info@oimgroup.com) or call Leadership Talent MD Leez lle Kotz  on 082 926 7434.

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**OIM offers clients a centralised service with a wide range of assessment batteries by international talent houses**

## OUR OFFERING

We offer a range of prominent assessment batteries in the following areas:

### > Personality

Outline a person's preferred behaviour, strengths and development areas.

### > Cognition and abilities

Evaluate aspects such as verbal, numerical and abstract reasoning abilities.

### > Capabilities

Gauge what job level or complexity of work a person is capable of.

### > Values and motives

Measure cultural and job fit requirements and inform career path planning (for example, determine if a person will thrive in a sales environment).

### > Observable behaviour

Observe individual behaviour under various circumstances and determine competencies. These include in-tray case studies, role play for individuals and groups, as well as fact-finding and leaderless group exercises.

### > 360° assessments

Feedback from peers, line managers and subordinates to obtain a comprehensive view of a person's performance and behaviour.



### > Key business benefits

Valid assessments to help make sound decisions in the following talent areas:

- Recruitment and selection
- Succession
- Talent deployment
- Retention
- Training and development



## SOLUTION OVERVIEW

### > Typical assessment model

The assessment batteries are determined by organisational needs. We provide clients with advice about the most appropriate combination of tools for their requirements and to optimise predictive validity. Ideally, assessments should be done as part of an organisation's wider talent management strategy and be aligned with the identified competency frameworks.

### > Solution format and material

- Most of the assessments are conducted via online questionnaires. Hard copies are available on request.
- Others, like capability, are done through in-depth individual interviews.
- OIM's assessment centre runs the observable behaviour assessments, using a combination of individual and group exercises to determine behaviour patterns.
- Each assessment candidate is provided with a written report and an individual feedback session.

- Feedback is also given to line managers and, where relevant, senior management.
- The time frame per assessment ranges from two to five hours (including questionnaire completion, reporting and feedback).

### > Assessment tools

Each of our assessment tools is internationally recognised and a market leader in its field.

- We use a range of products by prominent talent management houses SHL and Saville, including assessments for personality, values and motives, 360° feedback and observable behaviour.
- Personality assessments can also be done with the well-known Insights® tool.
- Capability is tested using the Career Path Appreciation (CPA) tool by Bioss.
- We also offer tools which are aligned to OIM's integrated business performance model. These tools, developed in conjunction with SHL and Saville to ensure validity and reliability, are ideal for clients who are already using our methodology and want to support the intervention with assessments.

## THE OIM DIFFERENCE



- OIM offers a range of leading assessment batteries which our leadership specialists are accredited to implement.
- The models are benchmarked against international standards, offering results that are valid, reliable and culturally fair.
  - We can customise assessments for your organisation's needs.
  - OIM's leadership talent team comprises registered industrial psychologists and organisational development practitioners with experience in talent management, team dynamics and leadership development.
- Clients who are already using OIM's integrated performance methodology can benefit from assessments that have been aligned to this model.