



an organisation is only  
as strong as its leaders

define

assess

develop

manage

your leadership talent

# leadership talent.

Matching the right leadership talent with specific organisational needs  
and developing appropriate competency sets are key to optimal business performance.

At OIM we provide integrated leadership, team and talent management solutions to help your organisation  
gain the competitive edge, execute strategy and offer a solid employee value proposition.

We help organisations to:

- **Define** the key performance areas and required leadership competencies (skills, knowledge, attributes and attitudes) to enable business success.
- **Assess** the capabilities of leaders, teams and other key talent.
- **Develop** leadership competencies through focused interventions.
- **Manage** talent through a customised talent strategy, supported by a talent management model, processes and tools that help sustain a high-performance culture.

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# Define, assess, develop and manage your leadership talent

## OUR OFFERING

OIM's core offering entails:

### > Competency profiling

Define the key leadership competencies required for organisational success and design customised competency frameworks. The competency profiling process is aligned to business culture and strategy and provides a framework against which to assess, develop and manage your organisation's talent.

### > Assessment services

The design and management of assessments to evaluate leadership, team and individual performance based on the desired competency frameworks. Using a range of internationally benchmarked tools, the battery of tests includes cognition, personality, capability, observable behaviour and 360-degree feedback. The results inform all areas of talent management, including talent identification, resourcing, succession planning as well as learning and development.

### > Talent management

The design of a customised talent strategy that is aligned with business goals and all HR processes. The strategy is underpinned by an integrated talent model for each of the critical talent areas, along with support processes and implementation tools. This

approach allows for sustainable talent identification, development, deployment and retention.

### > Leadership interventions

The design and implementation of customised development solutions, both at organisational and individual levels, to optimise performance. Using a blended-learning approach, solutions are available in key performance areas such as conflict management, intra- and interpersonal skills, performance management, decision making, problem solving, change management and team dynamics.

### > Coaching

One-on-one coaching sessions to assist leaders with career transition, performance improvement in identified areas and leadership development.

### > Team dynamics

The facilitation of sessions to improve team performance. OIM helps team members to better understand one another's strengths, how the behavioural strengths in the team complement one another, and how to adapt to various personality preferences. The result is greater collaboration among members and teams that are better at achieving organisational goals.



### > Key business benefit

Leaders who are equipped to create an organisational culture characterised by highly motivated and engaged teams that help turn business strategy into reality.



## THE OIM DIFFERENCE

- We pride ourselves in our ability to understand clients' business needs and address them with relevant interventions.
- We customise interventions, aligning each one with the organisation's business strategy, core development areas and industry-specific best practices.
- We are not in the business of quick-fix interventions or consultant dependency. We believe in an integrated approach that will help you to define, assess, develop and manage your talent in a sustainable way. We also help you to build internal capacity to enable ongoing results.
- Although we offer an integrated model, our services are available as stand-alone offerings.
- OIM's leadership talent team comprises registered industrial psychologists and qualified organisational development practitioners with experience in leadership development, team dynamics and talent management.
- We use a range of internationally benchmarked tools and methods for all our solutions.
- With experiential learning at the core of our interventions, OIM's development approach includes workshops, business simulations, high-impact games, case studies, assignments and storytelling to deepen understanding.
- If required, clients benefit from the expertise embedded in all OIM's specialist areas, namely organisational improvement, operational optimisation and people management. This includes strategy and scorecard formulation, organisational culture, productivity and process optimisation, employee engagement, first-line leadership development, employee and management-union relations and change communication. All of these solutions are seamlessly implemented by specialists in the core business areas.
- The integrated leadership proposition, and the expertise available in the wider OIM offering, obviates the need for ad hoc improvement initiatives or multiple service providers with varying philosophies and terminologies.

