

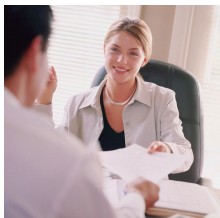
It is a process that guarantees a robust and objective measurement while it is also part of an engaging learning experience.

It provides information from various sources that consolidate a unique and integrated process from different perspectives. Business simulations and instruments are used, covering different performance and potential dimensions

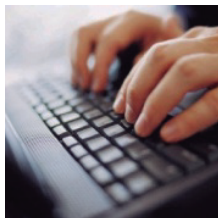


## TALENT MANAGEMENT EXERCISE® PROCESS

COMPETENCY  
BASED INTERVIEW



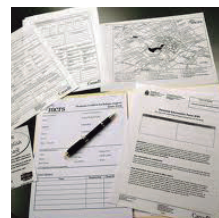
INSTRUMENTS  
AND TECHNIQUES



BUSINESS  
SIMULATIONS



INDIVIDUAL  
REPORT



FEEDBACK TO  
THE PARTICIPANT



The combination of these results provide the organization with a clear understanding of the capabilities and development areas of each individual.

### PROCESS OBJECTIVES

- » Identify and measure current skills and abilities, as well as the potential for the transition to a next role.
- » It is used as an objective decision making methodology, for Selection, Development and Succession.

### PROCESS CHARACTERISTICS

- » **Personalized.** The exercise is an individual experience and involves more than one consultant, to play the roles in each simulation.
- » **Combined.** Integrate and collects information from different angles, combining participants perception with experts observation.
- » **Suited for every level.** Different business scenarios that are adjusted to each Leadership level.