

Assessment Packages

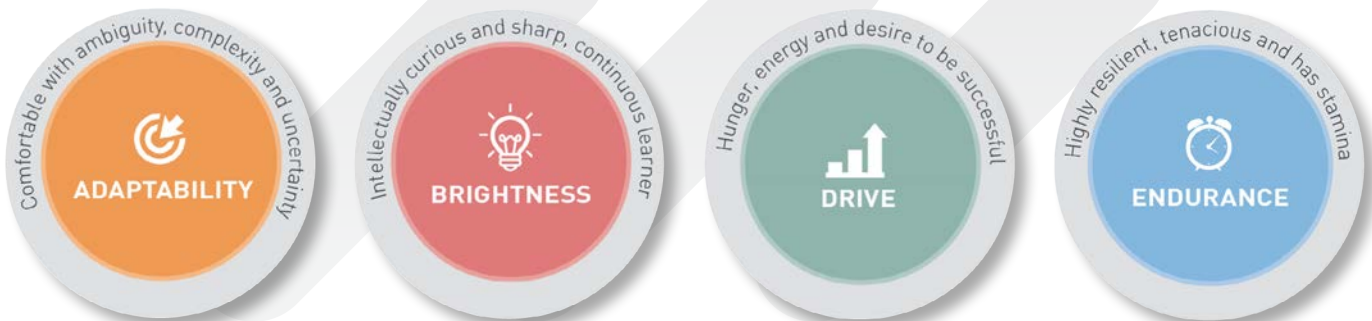
Click on each program tab below to learn more

Overview

Assess & Identify To Fast Track The Right Talent for the Digital Enterprise

Our research shows that more than 90% of employers expect to be impacted by digitization in the next two years, and 75% of business leaders believe that the shift to digital will require brand new skills.

As the manufacturing sector transforms to an increasingly digital and connected enterprise, organizations get ahead by identifying high performing talent who reflect specific skills and personality traits that can be cultivated through talent and leadership development solutions designed for the digital evolution. With decades of leading the talent management and leadership development industry, Right Management's experience and extensive research have helped us to identify the keys critical to organizational effectiveness in the digital era – and it begins with identifying the leadership talent you need for your future. We have identified four inherent personal attributes of leadership that, when present, indicate the greatest potential for success. These are: **Adaptability, Brightness, Drive, and Endurance**. Our Assessment Solutions ensure you understand what current leadership needs to do differently to thrive in the digital enterprise and whether new leadership talent is the right match to support your strategy. As a result, your organization accelerates talent development and improves leadership pipelines while reducing the risks and costs associated with missteps in key talent decisions.



Why Right Management?

Our leader Assessment solutions are the only ones that give manufacturing organizations a systematic way to identify leaders capable of navigating, managing and guiding their organizations to and through the digital transformation. Our assessment tools focus on the inherent enablers that identify the critical qualities needed for leader and talent selection, while our solutions focus on the coachable skills and behaviors necessary for the new digital reality. With this approach, Right Management turns knowledge into action and yields the greatest increase in productivity and return on investment for our manufacturing clients.

Click on each program tab below to learn more

Second Opinion™

An Effective And Objective Evaluation

Overview:

Right Management's Second Opinion™ solution offers manufacturing organizations an objective evaluation of individuals being considered for employment or promotion as your next leaders, and development for existing leaders – all within the context of digitization and transformational change. Second Opinion™ assessments promote a better understanding of the inherent leadership enablers and coachable leadership capabilities to guide decision making and development efforts aligned with your digital strategy.

Second Opinion™ Assessment Features:

- Mapped to Right Management's P3 (People: Purpose: Performance) Leader Model – Conducted on a 1:1 basis by a highly experienced assessment consultant with global consistency
- 2-3 hour assessment process
- Face-to-face (with global capability) or remote delivery via an online technology platform
- Assessment approaches consist of:
 - Interview with an assessment consultant
 - Right Management's P3 online assessment
 - Cognitive ability assessment

Feedback Includes:

- An integrated client report indicating recommendations for hire or promotion, and developmental capacity
- A feedback report for the candidate, as well as a debrief in order to accelerate leader onboarding, leader development and career planning

PERSONALITY ASSESSMENTS

Inherent Enablers indicate the greatest potential for success

FUTURE JOB PERFORMANCE

STRUCTURED BEHAVIORAL INTERVIEWS

A look to the past to predict future job success

COGNITIVE ABILITY

The general mental ability score indicates problem solving and learning capability

Click on each program tab below to learn more

Enhancement Options

Enhancement Options

Right Management's flexible implementation approach ensures we can meet your specific needs and goals. The following options are available to further enhance our Second Opinion™ assessment solution.

- **360-Degree Feedback Report** – For developmental assessment, this can provide insight regarding how a leader currently impacts others.
- **Development Planning Meeting** – Following the feedback session, we can hold a meeting with the candidate to review developmental actions that would be most beneficial based on the feedback results.
- **Three-Way Development Alignment Call** – The purpose of this call is to review the assessment results with the leader's manager and discuss how to leverage these results into impactful development.

