

# Leadership and Talent Assessment



## Discover what tomorrow's talent looks like today!

- Do you want to determine leader readiness for promotion?
- Ready to identify potential through powerful feedback?
- Want to engage and retain key talent?

## Why?

Predicting and recognising potential is the first step to retaining and accelerating development of your key people. Having the right people in the right roles at the right times is critical for driving a high-performance culture that leads to business growth. The Everest Leadership and Talent Assessment Programme enables you to hire and promote leadership who can deliver on your strategic goals.

Business use our programme in three ways:

- **Selection** – to assess candidates for hire or promotion into a specific position
- **Development** – to define strengths and development opportunities
- **Succession** – to evaluate potential and/or readiness for a future role

## How it works

Using a robust selection of assessments, tests and interviews we assess leaders current and future potential. Our programme is customised to meet your needs and is designed to benchmark high potentials with an objective, third party view.

We aggregate the assessment results to unearth critical insights that can help strengthen your hiring practices and clarify important leadership development needs and opportunities.

Call Everest today to find out how we can discover tomorrow's talent today.

Key: ● = Not assessed, ● = Area for Development, ● = Competent. More development required, ● = Skilled.

Competency	Leadership Impact Questionnaire	Reasoning Ability Test	Emotional Intelligence Test	In Tray Exercise	Overall
Strategic Awareness	●	●	●	●	●
Interpersonal Skills	●	●	●	●	●
Leadership	●	●	●	●	●
Directing Others/Delegating	●	●	●	●	●
Financial Management	●	●	●	●	●
Written Communication	●	●	●	●	●
Results Orientation	●	●	●	●	●
Analysis	●	●	●	●	●
Negotiating	●	●	●	●	●
Flexibility	●	●	●	●	●
Judgement Decision Making	●	●	●	●	●
Planning and Organising	●	●	●	●	●
Attention To Detail	●	●	●	●	●
Decisiveness	●	●	●	●	●
Customer Service	●	●	●	●	●

*"We engaged Everest to assess the leadership potential of one of our senior managers. The process was robust and our developing leader was provided with meaningful and insightful feedback. We promoted internally and have been very satisfied the outcome of the programme"*

*Richard Leggat, Chair Hamilton Waikato Tourism.*