

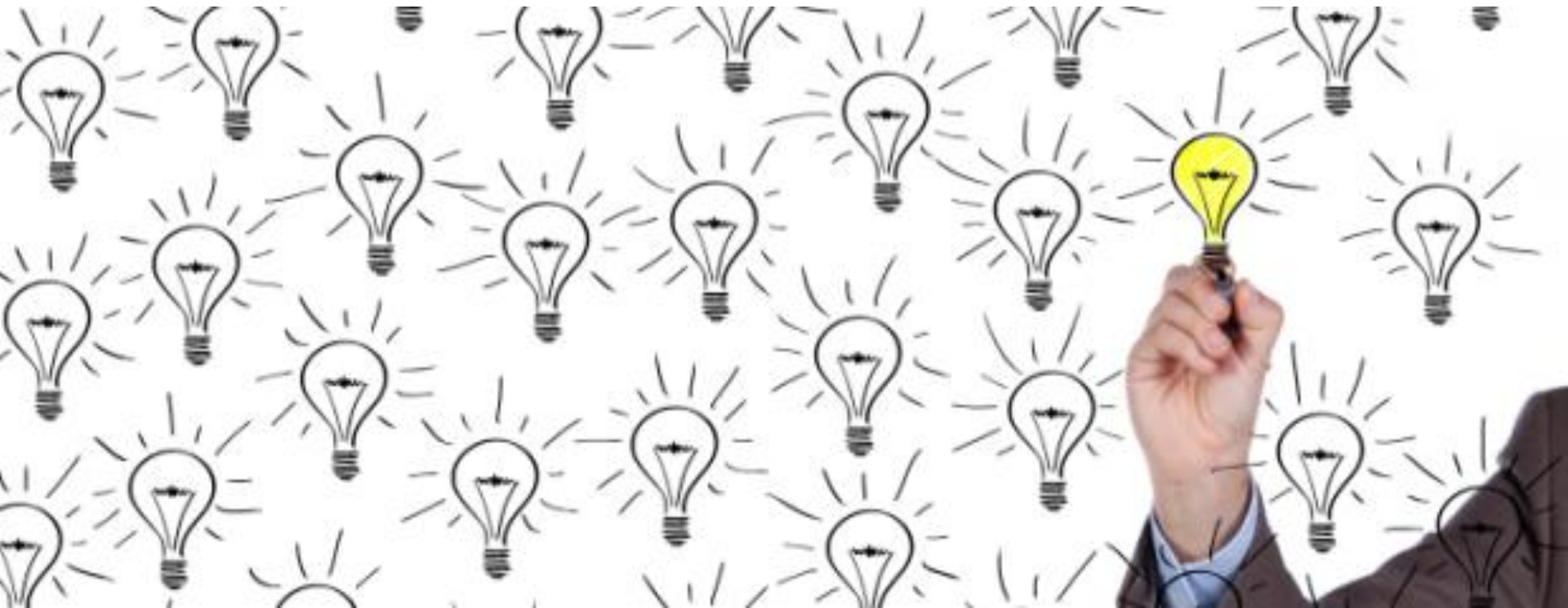
R Square Consulting



Business results through people



The Assessment Center



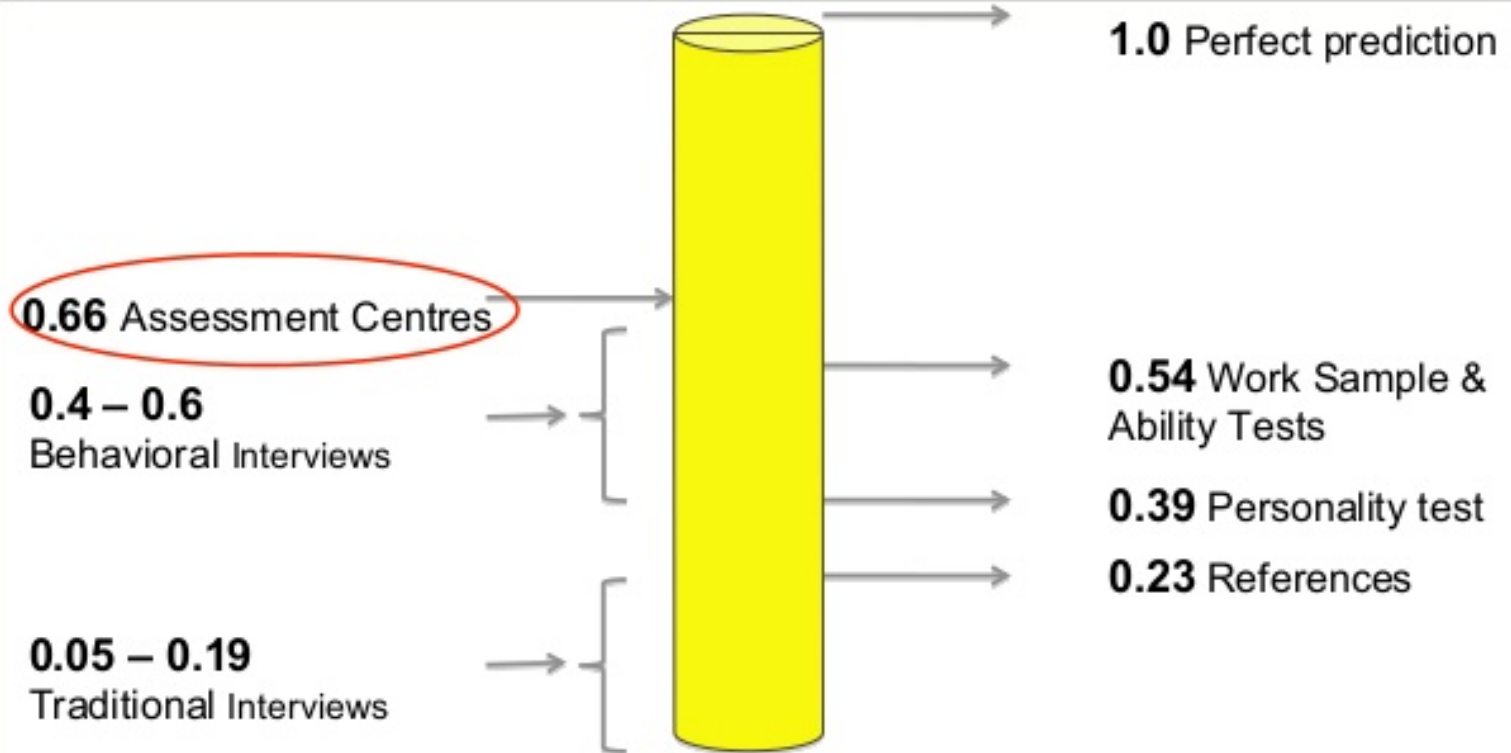


Why use Assessment Centers ?

- 1 • High Prediction of success in role (over 60% compared to less than 20% for Competency based interviews)
- 2 • Assess potential for higher role– NOT performance
- 3 • Test candidates in live situation similar to work. Behaviors are observed in a work like environment
- 4 • Very fair – Multi exercise, multi assessor format to limit bias
- 5 • Promotes self learning. Candidates realize their areas of strength and development during the exercises



Prediction of success in work roles



Source: British Psychological Society



What is an Assessment Center?

Participants put through multiple exercises which simulate a day at work

Number of assessors observe and record the behaviours in the various exercises

Observed behaviours are scored against desired behaviours for that role in a work situation

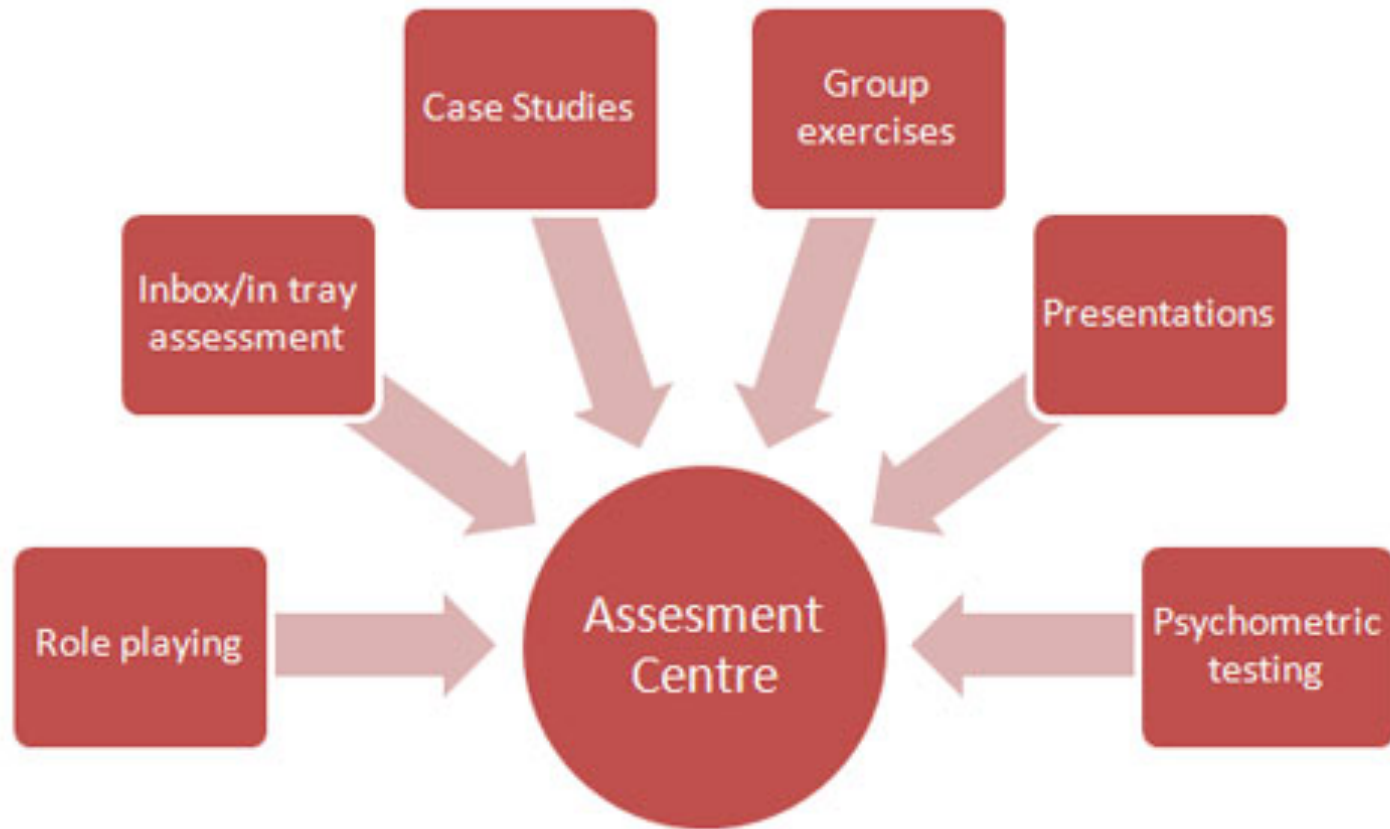
Brings objectivity to the process, with all candidates provided with the equal settings and tasks in the same environment.

Strengths and areas of development identified based on these observations

Feedback on both strengths and areas of development provided in a “One on one” interaction and a written report

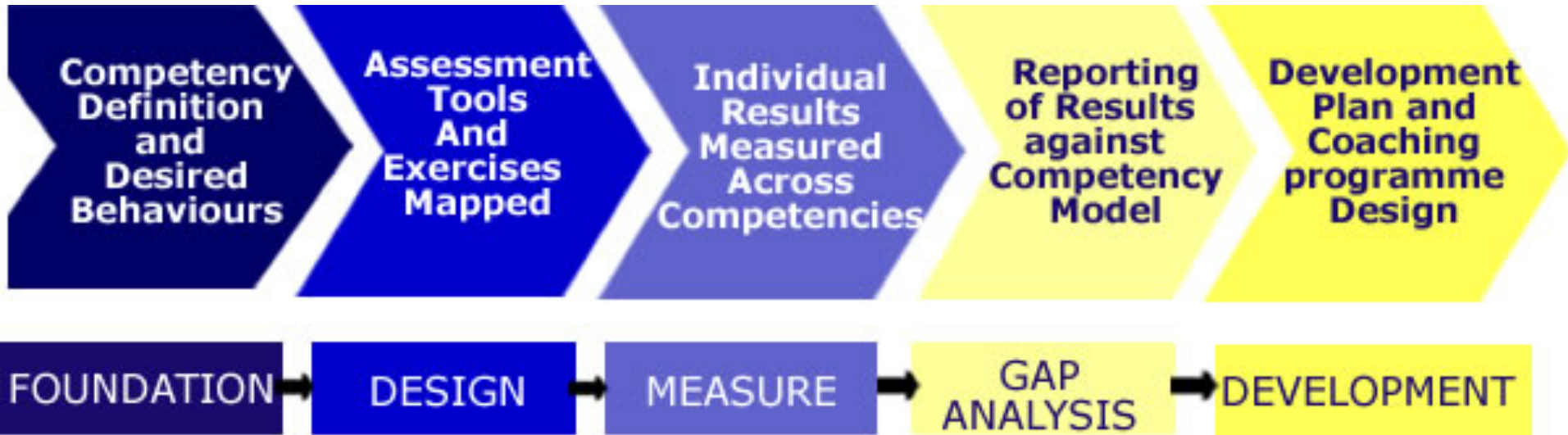


Multiple exercises are used to assess potential





The development process





Uses

1

- Recruitment of mid and senior level lateral hires

2

- Promotion to leadership and people management roles

3

- Identification of High Potentials

4

- As a tool for developing desired competencies in the employees

- Assessing the effectiveness of a training program



Case study

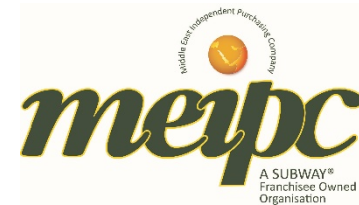
- A manufacturing company wanted to have a measurable and transparent process to assess its mid level supervisors as per the company's competency framework.
- One day was spent by a senior consultant to understand how the competency framework is being applied at the work place. Observation, interviews with role holders and their managers were the means of understanding the behaviors which indicate superior performance.
- Based on this, customised exercises were designed in consultation with the senior members of the HR and production team to ensure that the participants felt totally comfortable while participating in the assessment center.
- All the exercises of the assessment center were appreciated by the participants and the feedback was that although the exercises were challenging, it felt like a day at work.
- The participants also shared that they learnt more during the participation in the various activities than they have ever learnt in any training program.



Partial Client List



SEARS HOLDINGS





The Team



Rajiv has over 3000 hours of facilitation experience and is a certified coach and a NLP practitioner. A MDI, Gurgaon alumni, he has vast experience in designing and conducting Assessment Centers. With over 32 years of experience in the Army and senior leadership roles in the corporate world, Rajiv excels in designing customised leadership development interventions for mid and senior roles in organizations. Rajiv has worked on diverse interventions in the arena of organizational culture transformation, establishing competency framework for organizations across industries like Manufacturing, IT, telecom, BFSI and Pharma. A certified executive coach from International Association of Coaches (IAC) he is the Pune chapter President of International Association of Coaches (IAC).



Amol Dhamne is a management graduate from University of Pune, with specialization in Marketing and HR. He is a certified 'Strength Scope' trainer. He carries a corporate experience of over 17 years in the field of sales, learning & development and HR in top notch FMCG, Insurance, Banking and Automobile companies. He has held active frontline to senior positions in various industries which gives him a unique strength in four core functional areas L&D, Competency Mapping & Assessment Centers, Corporate Training Execution & Training Content Development and HR. As a result of his exposure into these areas he has a practical and realistic view of conducting programs and HR consulting.



Vinayak Joshi is a management graduate from Pune University with specialization in Marketing. He is a certified 'DISC' trainer. He has corporate experience of two decades in the field of business, operations and customer service in top notch FMCG, consumer durables and telecom companies. His competence lies in business development, customer service and operations. He meticulously utilizes his experience of business realities and challenges in his workshop designs and delivery expertise of leading large group of people and cross functional teams to deliver business goals brings practicality in his workshops. Vinayak's competency of creating personal and managerial success, enhancing leadership capabilities for building winning teams makes him an effective experiential facilitator.



The Team



Lt Col VC Prakash (Retd) served in the Indian Army for 23 years and imbibed the best practices of the Armed Forces. He headed the HR Admin of a Manufacturing Company for 3 years. During this tenure, he successfully formulated and implemented various HR policies in line with the Company business. As part of the team of Pegasus, Pune for six years, he successfully conducted over 300 Experiential Learning based programs (Outbound) ranging from Team Building to Leadership programmes as also Assessment and Development programs for various sectors. He constantly worked towards delivering value based ROI to the client system and successfully anchored a series of programs which were measured for effectiveness at level 1 and 2 based on the Kirkpatrick Model. He is a PGDBA in HRM and a Certified Practitioner in NLP. He has also attended



Meeta, has a Post Graduate Degree in Human Resources (Indsearch, Pune University). She has more than 11 years of experience in teaching, training and human resource consulting. She has worked with SIBM and as a Certified Trainer on behavioral skills Infosys. Overall, in the role of a facilitator, she has more than 9 years experience in designing and delivering value based programs like Enhancing Interpersonal Communication, Customer Orientation and Management, Telephone & Email Etiquette, Managing Relationships at the workplace, Personality Grooming, Team Building, Stress Management, etc.. One of the popular modules which she facilitates is the Big 5 Mirror workshop to enhance self-awareness, build interpersonal sensitivity and team bonding. Conceptual clarity, networking skills and a consulting mindset are some of her professional strengths.



With an extensive corporate experience in the HR functions of leading organizations, Pallavi's work experience has been in the space of Talent management, Capability building and HR Business Partnering for over a decade with companies like Hindustan Unilever, Novartis Pharmaceuticals -India, and SKF India. With an educational background in Human Resources and Psychology, she is trained to interpret psychometric instruments, and to coach and counsel employees. She has over ten years of experience in designing assessment and development centres, designing career pathways for organizations and competency based development programs and interventions, along with competency assessments. She brings forth a decade of experience in creating, anchoring and doing competency assessments and customised training and development programs .

A close-up photograph of a hand holding a blue fountain pen, writing the words "Thank you!" in a cursive script on a white surface. The pen is positioned at the end of the word, as if just finishing the stroke.

Thank you!

Contact us at

rajiv@rsquareconsult.in

info@rsquareconsult.in

Rajiv : India +91 9764462022

UAE +971 0524927581

Dipti : +91 9890126477