

Make
great
people
decisions
by using
uniquely
tailored
assessment
centres

select: flexible assessment centre solutions

Assessment centres are a proven and accurate way of identifying talent. Their effectiveness exceeds all other types of selection activity. To ensure that the right mix of tools is applied in the most relevant and efficient way for your organisation, we consult on the selection process, and on the design and management of assessment centres. We ensure that your HR team and your managers get sustainable impact through a psychology-based approach.

Organisational goal:

Optimal use of time and money – to select **great candidates**, who will perform better sooner, stay longer and fulfil their potential.

OPP®'s approach gives you:

Optimal outcomes – with satisfied hiring managers, a positive candidate experience, and insight into future potential.

*“it's about
achieving your
organisational
goals through
the best
candidate
data”*



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Working with us

Our approach is totally **flexible**. Capitalise on the expertise you already have with the help of our experienced consultants, or ask us to design new assessment solutions based on your needs. We craft a way to work together that fits your budget, resources, current know-how and future plans.

Design – how do I design an innovative and cost-effective assessment centre?

Many tools are available:

- Bespoke exercise design
- Selection of appropriate off-the-shelf tools; for example:
 - ABLE™ Series
 - Saville Consulting Aptitude Assessments
 - Critical Reasoning Skills Series
 - 16PF® Personality Questionnaire
- Assessor skills training
- Benchmarking sessions
- Development of supporting materials (tailored assessor, candidate, role-player timetables)
- Advice on assessment centre logistics

Delivery – how do I deliver an assessment centre that is efficient, promotes my employer brand, and sorts the **great** candidates from the 'good enough'?

OPP works with you to support your assessment centre delivery:

- Resourcing of critical roles: Lead Assessors, Assessors, Coordinators
- Fully managed solution:
 - Candidate briefing
 - Coordination of assessment activities and exercise administration
 - Provision of quality assurance and performance benchmarking throughout the process
 - Assessment of key criteria via a range of exercises:
- Aptitude assessments
- Personality questionnaires and structured interviews
- Presentations
- Biographical interviews
- Group exercises
- Role-play exercises
- Competency-based interviews
- Business case studies
- Analysis exercises
- Fact-finding exercises
- In-tray exercises

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How can my organisation benefit from working with OPP?

Many organisations we work with want to up-skill their own people in assessing talent, rather than create dependency on consultants. This is why we take a flexible approach and add value at critical points. Our experienced consultants have trained managers at all levels, including executives, and across all sectors so bring unusual breadth and depth of expertise.

Training option: In-house Assessment Centre Skills Workshop

This 3-day programme will ensure you become *knowledgeable* and *confident* in designing and running an assessment centre for your organisation

Training option: Bespoke Assessor or Observer Training

OPP will listen to your needs and help work through your specific requirements. Training can include:

- principles of assessment
- benefits of objective assessment
- legal considerations
- assessor pitfalls
- skills practice sessions
- running successful wash-up sessions.

Assessment centres should be as individual as your employer brand

Whilst they give candidates a unique and memorable window on your organisation, we never forget that they can be daunting for even the most competent individual. That's why we'll work with you to create a first-rate candidate experience that speaks glowingly of what it's like to work in your organisation.

We have proven experience in helping organisations make great hiring decisions and select potential through innovative assessment centres. If you're looking for more than just 'good enough' people decisions, we'd love to talk to you.

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unlocking potential

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