

# Development Assessment

---

## Executive Development



## Our Mission

---

Our clients are provided with innovative, company-specific evaluations for people who possess strong potential. The assessment process and the results represent an objective, systematic foundation for personal and professional development of the participants.

## Why Development Assessments?

---

Individual evaluations of potential and skill assessments with internal leaders at senior management level, with experts including high potentials in the framework of company-internal succession plans and promotion policies as well as personal career planning.

## Goals

---

Systematic identification and evaluation of the main success factors and areas for improvements of internal assessment participants in terms of their suitability for the next vertical or lateral career step, especially in connection with a specific target function.

## Benefits

---

### For our clients

- Basis for purposeful measures of development and for career advancement of assessment participants
- Objective decision-making for individual career planning, internal succession plans and promotion policies
- Raising awareness of assessment participants regarding corporate and leadership culture
- Expression of appreciation and recognition to increase motivation and long-term commitment of high potentials and top performers to the company
- Benchmarking against people with comparable professional challenges across various industries
- Creating awareness of all assessment participants for future business challenges, necessary key competences as well as for the corporate and leadership culture
- Enhancing the observation and evaluation competence of company-internal assessors of our clients

### For our assessment participants

- Impartial individual assessment
- Comprehensive feedback on success factors and areas for improvement
- Concrete recommendations for individual development
- An increased awareness for new opportunities and challenges in the company
- Benchmarking against people with comparable professional backgrounds across various industries
- Expression of appreciation through purposeful investments in the individual personal development

## Characteristics

---

### Methods

- Company-specific individual assessments

### Duration and location

- One- or two-day process
- Carried out in xcg's offices or at our client's location at home or abroad

### Competence model as a starting basis

- Competence models of our clients or differentiated, proven and continuously revised xcg competence model for a comprehensive evaluation of assessment participants
- Standardisation and comparability of the central success factors and development potential of assessment participants

### Company-specific orientation

- Vision, strategy, corporate culture, organisation and future challenges as guidelines
- Realistic scenarios aligned to the company's situation
- Orientation to concrete key competences of the company for the future

### Professional team

- Observation, evaluation and feedback from our experienced management consultants
- Purposeful integration of company-internal assessors of our clients

### Combined input of innovative tools

- Structured interviews
- Company-specific presentations
- Relevant business case studies
- Company-specific and realistic meeting simulations
- Written self-reflections
- Current instruments of management diagnostic (e.g. personality, motivation and leadership style analysis)

### Evaluation and feedback

- Written assessment reports with detailed descriptions of the individual success factors, areas for improvement as well as concrete recommendations for further development
- Clear statements concerning the potential of a person in terms of future company-internal development
- Personal feedback discussions with the superiors involved and HR representatives of our clients
- Personal feedback discussions with every assessment participant

## Process

---

### Briefing & design

- Understanding our client's needs
- Analysis of the current situation and general conditions, overview of the vision, strategy, business plan, the organisation as well as the corporate culture
- Discussion of future corporate challenges and the necessary key competences required for a successful career development within the company
- Specification of assessment design
- Scheduling of a detailed assessment procedure
- Personal briefing and invitation of the assessment participants as well as the company-internal assessors of our clients
- Training of the company-internal assessors of our clients



### Realisation

- Steering of each assessment and individual support of all participants
- Identical procedure for all assessment participants
- Systematic observation and evaluation of the assessment participants on the basis of applied competence models and by means of tailor-made assessment instruments
- Integration of company-internal assessors of our clients in the evaluation of the participants in selected sequences of the development assessments



### Evaluation & feedback

- Consolidation of the results and compiling of a written assessment report
- Personal feedback discussions with the superiors and HR representatives
- Personal feedback discussions with every assessment participant