

Executive Assessment

Executive Evaluation



Our Mission

Our clients are provided with an innovative, company- and function-specific evaluation of the suitability and potential of internal and external leaders at executive and senior management level. The assessment process and results provide a profound, objective basis for the personnel decisions of our clients and create a systematic foundation for the individual development of the assessment participants.

Why Executive Assessments?

- More security in the optimisation of personnel decisions by minimising the risks of wrong appointments
- Comprehensive basis for the targeted development of future job holders

Goals

Systematic identification and evaluation of the main success factors and areas of improvement of one or more internal and external assessment participants in view of their suitability and potential, in order to successfully execute a defined key position.

Benefits

For our clients

- Basis for objective decisions with clear recommendations that minimise the risks of wrong appointments
- Basis for development measures in the course of the onboarding of the future job holder as well as for internal assessment participants, who have not been appointed
- Expression of appreciation and recognition to increase the motivation and the long-term commitment of high potentials and top performers in the company
- Benchmarking against people with comparable professional challenges across various industries
- Raising awareness of all assessment participants for future challenges and requirements of key positions as well as for the corporate and leadership culture
- Verification of defined positions, e.g. job specifications
- Fairness and transparency in the selection procedure
- Raising the observation and evaluation competence of company-internal assessors of our clients

For our assessment participants

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

Characteristics

Method

- Company- and function-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 the assessment participants
- Standardisation and comparability of the central success factors and development potential across assessment participants

Company- and function-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 target position

Professional team

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

Combined use of innovative tools

- Structured interviews
- Company- and function-specific presentations
- Relevant business case studies
- Company-specific and realistic meeting simulations
- Written self-reflections
- Current instruments of management diagnostic (e.g. personality, motivation, leadership style and performance 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 regarding a person's potential for a successful takeover of a key position
- Personal feedback discussions with the decision-makers 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 the target position in question
- Specification of assessment design
- Scheduling the detailed assessment procedure
- Personal briefing and invitation of the assessment participants including 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 the applied competence model 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 executive assessments



Evaluation & feedback

- Consolidation of the results and compiling of a written assessment report
- Personal feedback discussions with decision-makers of our clients
- Personal feedback discussions with every assessment participant