

Assessment

IntegrateHR - Human Resource Consulting and Systems



About Assessment Centres

A well designed Assessment Centre is the most effective tool available for assessing individuals in both individual and group based environments for selection or development.

Assessment and Development Centres provide a broad and comprehensive view of participants' attributes and help ensure that organisations have the right people with the correct behaviour, skills, abilities and personality to fulfil their ongoing requirements.

The use of assessment techniques enables an organisation to search for the particular skills and values that it needs. Research has shown that assessment centres based around competency-focused exercises are the most accurate predictor of future performance; these predictions then can be used successfully in recruiting and selection, career and succession planning, and development activities.



Why use Assessment Centres?

A well-designed and well-run Assessment or Development Centre brings greater objectivity to a company's selection and development processes and helps ensure fairness of approach and method for all participants.

Assessment Centres project a professional image of an employer, particularly important when organisations are competing to attract and retain scarce talent.

An organisation that trains its managers to be assessors increases their skills in many other tasks, such as conducting performance appraisals, coaching and feedback.



Why IntegrateHR?

Our Consultants have designed and implemented Assessment Centres for both selection and development purposes in a wide range of organisations at all levels. They are highly skilled in undertaking and advising on assessment centre research, design, administration, implementation, assessor training and feedback.

With a range of activity based exercises (such as in-trays; individual and group simulations; customer, staff and sales challenges) and psychometric tools we have the experience to help conduct your centres from design to reporting, saving you considerable time, effort and cost.



How We Can Help

IntegrateHR provides a comprehensive range of assessment centre design and delivery services, from competency matrix design through exercise design and the provision of psychometric testing to assessor training. We can also provide an experienced assessor team if an organisation does not have the resources itself.

We can design and manage the whole process from scratch using either our own established exercises and procedures or through designing entirely new and highly organisationally relevant systems and activities.

From the most basic exercises for team members to highly complex and perhaps strategically focused exercises for senior managers and directors, IntegrateHR applies psychometric rigour to every assessment centre we provide to ensure it is highly accurate, job relevant and predictive.



Case Study

A leading pharmaceutical organisation wanted to implement a new assessment centre to examine its senior sales staff for management potential and provide them with individual feedback and career development plans.

Having worked on the competency framework IntegrateHR designed a 2-day assessment centre with all its relevant exercises, feedback processes and communications; as well as training managers and directors from the client as assessors.

To date over 100 people have taken part in the programme which the organisation continues to rate as an essential business tool.

