

STRATEGIC TALENT ASSESSMENT[©]

GETTING THE RIGHT SEATS FILLED WITH THE RIGHT PEOPLE

Having the right seats filled with the right people is fundamental for business success and growth although most entrepreneurial organizations are lacking the strategic talent they need. This is partly due to the difficulty in finding superior talent but mostly due to not knowing what to look for or how to develop existing talent. If you want to improve your business performance by designing and building a superior leadership team that supports your growth strategy, the Strategic Talent Assessment can help.

The Strategic Talent Assessment is a systematic approach to identifying if your business has the right seats filled with the right people while also recommending how to improve the performance of your existing team members.

What We Assess

In order to evaluate whether a business has the right seats filled with the right people we analyze each key member of the leadership team in the following areas:

Right Seats

- Strategy driven design
- Functional position
 - Sales, operations, finance, etc.
- Level of Responsibility
 - President, VP, Director, etc.

Right People

- Skills
 - Technical
 - Problem solving
- Knowledge
 - Company/industry
 - Products/services
 - Customers
 - Strategy
- Behaviors
 - Leadership
 - Commitment
 - Decision making
 - Values/Ethics

How We Assess

Leveraging our extensive research and experience designing and building leadership teams for growing organizations, we have developed a practical and scientific approach to identifying if your organization has the strategic talent necessary for sustained profitable growth. Our approach involves:

1. Identify business strategy and method of competition: In order to identify strategic talent, you need to understand the strategy of the business and how it competes.
2. Conduct quantitative and qualitative analysis: The areas listed above under Right Seats and Right People are evaluated using proven tools such as the Myers Briggs Type Indicator, DISC, Firo-B and 360's. Interviews are also conducted to evaluate functional knowledge and competencies.
3. Present recommendations: A report that recommends development, replacement or hiring plans for the key seats in your organization and its talent.

Growth Strategy Partners is a research based management consulting firm that diagnoses, designs and implements growth strategies for entrepreneurial organizations leveraging its extensive research on growing companies. Our research indicates that there are three disciplines that are instrumental for sustained growth.

For more information about Growth Strategy Partners or to schedule a consultation, contact us today.

What You Receive

- An analysis on the structural design of your organization and how to improve it now and for future growth.
- An evaluation of whether or not you have the right seats filled with the right people.
- An independent and quantified assessment of the capabilities and competencies of your key talent.
- Detailed recommendations on how to improve the performance of the strategic talent in your organization.

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