

# Assessment for development

OPP's talent discovery process

**opp**

unlocking potential

# Becoming fit for the future

Where do you want your business to go, and what has to change if you're going to get there?

Your people need to be perfectly poised to tackle change and lead you into the future. And since people are an organisation's biggest asset, shaping and future-proofing these people enables you to meet your unique challenges from a position of strength.

OPP offers talent development programmes that are not 'out of the box'. Instead we partner with our clients to make sure the solution we design with and for you fits your organisation perfectly. It's about you – your goals, your values, your vision of success and your people.

# Helping you get there

OPP's experienced Consultancy team can provide your organisation with a different kind of development experience. We work in true collaboration with you to bring sharp focus to your vision of success, helping you define what 'great' looks like. We can then help make your vision a reality by:

- **Creating experiential assessment and development programmes** for your people that integrate key catalyst factors for effective leadership growth, combined with the specific behaviours required for success in your particular organisation
- Drawing out authentic behaviours and uncovering **individual strengths and development areas** for current and future leaders.

We help you evaluate the results of our intervention, working with you to measure success – through changes in behaviour, employee engagement, retention of talent or financial return. We are not interested in quick fixes – we work at depth, stretching and supporting your people, helping them understand how they can overcome blockers, and enabling them to becoming more skilled in dealing with challenges.

## Defining success

We start by understanding what it is you need from your people to achieve your strategic objectives. Do you need to make space for innovation? Perhaps you are concerned about the next generation of talent – who are they and how do you ready them for the future? Whatever your challenges, we'll help you identify them with absolute honesty.

## Evaluating people

We design a targeted and rigorous process to evaluate and develop the potential of your talent pool. We'll work with you to determine the right format – but whatever it looks like, you can expect our development to hold up a mirror to employees' current situation and context, and to energise them to change and improve. Whether they are new to your business, current high performers or potential future talent, we'll simulate the work environment you want them to progress into – making the experience memorable and realistic.

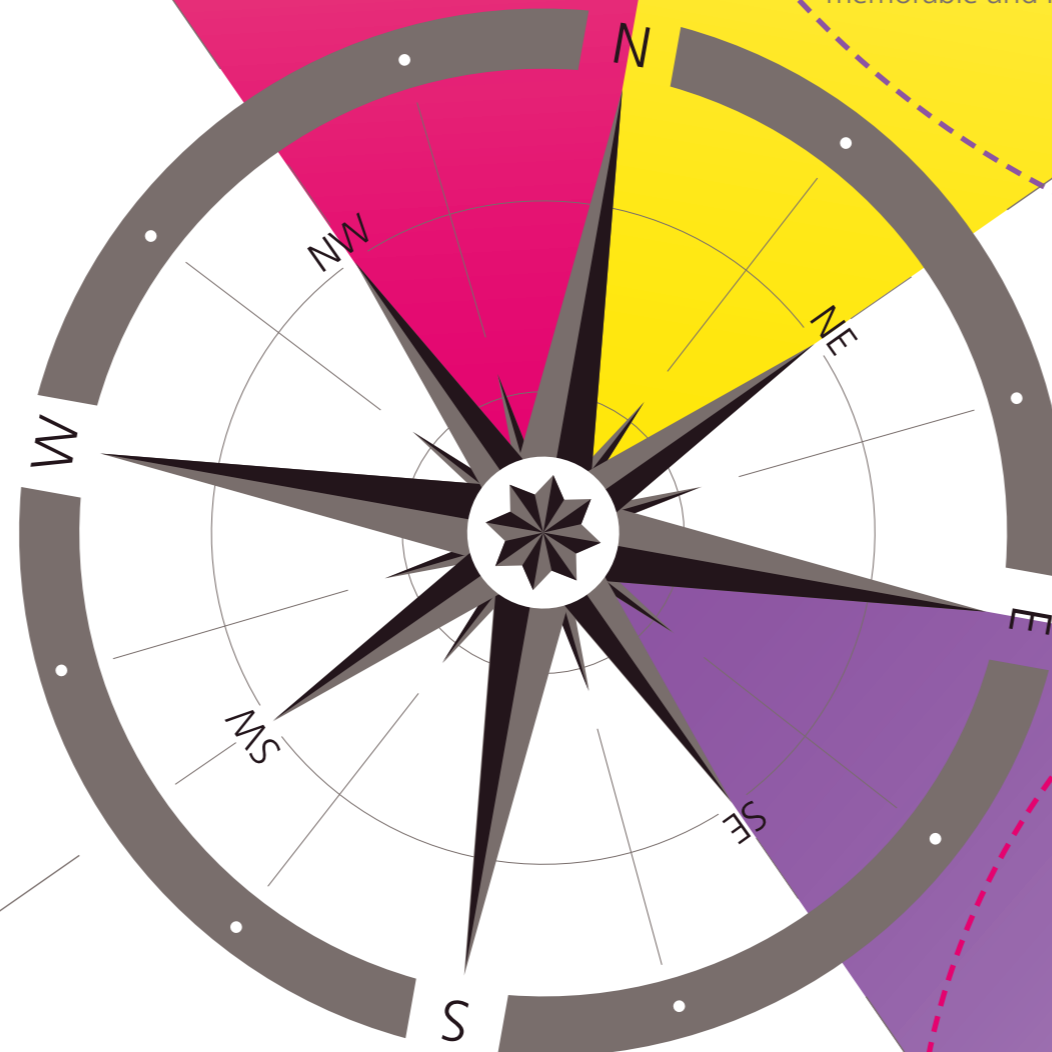
## Growing capability

Getting your people to stretch themselves and embrace future challenges can be tricky. However, the tailored experiences we create do just this. We work with your people 'in the moment', driving personal insight through to the point of personal commitment. This is the deepest and most effective way to secure your organisation's future.

# A tangible return on your investment

It's important to us that our work proves its own value to you. You can be confident that our development programmes deliver the goods that you and your stakeholders are looking for.

- **We empower you** by sharing our knowledge, learning and research with you, enabling you to run some or all aspects of projects yourself, with or without further support from us. This ensures added value for your development budget.
- **We understand you**, and design programmes that meet the specific needs of your organisation. In a world of tightened corporate budgets and an understandably cautious approach to spending, our tried-and-tested solutions ensure targeted investment, meaning neither time nor money is wasted.
- **We equip you with hard data**, using your company's aggregate information to track return on your investment. When working with stakeholders outside the HR function, this back-up and expertise can be particularly useful in gaining buy-in.



# Why you should choose OPP

Our programmes are designed and delivered by qualified business psychologists with deep understanding of personality and behaviour. We have the experience and skills to help you shape your talent strategy, and set out on the path to sustained success. We also:

- Partner with public sector as well as national and niche professional services organisations, working with more than three-quarters of the FTSE 100
- Have unique and longstanding expertise in OPP's wide array of psychometric business tools
- Have our own Research and Development team of psychologists, ensuring that our work incorporates the latest thinking.

Our customers say that working with us is a breeze. We are flexible in our response to your business challenges, and we can adapt our solutions quickly or scale them up as the need arises.

OPP was founded and built by practising business psychologists. Our consultancy has been partnering with clients for more than 30 years to identify and develop leaders. We offer an unrivalled team of qualified psychologists, representing a wealth of experience, and backed by an in-house Research and Development team. Our consultants are qualified in a comprehensive suite of problem-solving tools, including the MBTI®, 16PF®, FIRO®, TKI™ and Strong® instruments. As European distributors of these tools, we have unparalleled insight in how to apply them. Reports from some of these instruments can be customised to reflect your organisation's business language and enhance understanding and application.

*OPP's consultants listen to us and create something around our needs. They'll push us, offer their advice and expertise, but their priority is always to serve the needs of our business. I find that a unique quality among the consultancies I've worked with.*

**Gucci**

*The assessment process the leaders went through provides a framework and point of reference for discussion about individual performance. It's the foundation of a mentoring structure – a rational, specific, proactive framework for ongoing coaching. We're now using the reports to work individually on PDPs. It has become a blueprint for how we manage people in the future.*

**Air Malta**

*Our Management Development Centre (MDC), run in association with OPP, has helped participants understand their own strengths and development needs. At the same time it's given us the information we need to provide them with suitable opportunities and career paths. The MDC is integral to Siemens' career and succession planning. We refer to OPP's reports to supplement our decision-making around future promotions.*

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