

DEEP-SEATED PEOPLE INSIGHTS FOR SOUND DECISION MAKING

WHY PARTNER WITH US?

For over two decades, we have utilised our combined psychology and business experience to provide deep insight into 'what makes people tick'. Our assessment solutions empower leaders to gain a depth of understanding and appreciation into the potential, drivers, motivators and capabilities of their people. We partner with and assist leaders to make sound, holistic decisions across recruitment, career development, coaching, succession planning as well as team efficiency.

Our approach promises to be:

- **Personal and high-touch with a developmental stance:** we insist on feedback to the individual, business manager, and Human Capital (HC). In doing so, the individual, business manager, and team have the opportunity to improve their insight into and ability to manage themselves and others, thereby driving a sense of accountability and collaboration.
- **Flexible and customised:** being product agnostic we are able to design a process which suits your context, processes, and needs. Reports may be customised to incorporate the organisation's strategic and leadership drivers. Individual assessment data may also be utilised to enhance team efficiency processes.
- **Holistic and integrated:** people are intricate, interesting, and multidimensional. We strive to understand and translate this through the use of complementary assessment tools. Reports are integrated and holistic, based on the merits of the individual and bespoke to our client's requirements, strategy, and culture.
- **Digitally driven:** our assessment processes are online and scalable thus lending themselves to data analytics. These insights and trends help the organisation understand occurrences (e.g., regrettable leavers, employee engagement levels), gaps, and strengths in people capabilities, and assist leaders to proactively shape organisational culture to realise their business strategy. Where possible, and appropriate, we integrate into clients' technology / systems, driving efficiency and rich data insights.
- **Fair and ethical:** we pride ourselves on being courageous in ensuring that the tools used and processes followed are aligned to our personal, industry (HPCSA) and POPIA/GDPR ethics and standards

Our **individual assessment offerings** are custom designed to fast track self-insight (grow understanding of strengths and weaknesses, highlight areas of development and provide input into career progression and development plans), and provide management with input into how to optimally utilise, develop, lead and retain individuals and teams. Complementing this are our team offerings which aim to highlight team strengths and development areas, heighten team efficiency through the understanding of the teams' dynamics and gaining clarity of 'who' to utilise for 'what' and 'when', while facilitating a team culture of mutual understanding, inclusion and respect.

We are also the sole distributor and trainer of the **Complexity Navigation Test (CNT)** across Africa. The CNT is a psychological test that assess how people navigate the complexities and ambiguity inherent in everyday and work problem-solving. The CNT is

particularly useful within talent processes, as it is able to distinguish between individuals who have the potential to cope with strategic problem-solving and those whose strengths lie in the areas of operational work. The assessment is globally applicable and, to date, has been applied globally across more than 27 000 people and 30 industries.

Our team comprises qualified psychologists and psychometrists who have business savvy and exposure together with extensive knowledge of, and experience in, psychometric assessments. We work across a range of industries including, but not limited to, finance, legal, tourism, manufacturing, engineering, mining, IT, retail, and telecoms in South Africa and Africa. We actively seek to understand our clients' needs and are able to co-create, deploy, and implement bespoke assessment processes and frameworks, while ensuring alignment to national and international best practice.

JOINT PROSPERITY ASSESSMENTS



WHAT WE OFFER



PSYCHOMETRIC ASSESSMENTS

We draw on and integrate a variety of psychometric tools to design fit-for-purpose assessment batteries which provide in-depth insight into individual and team dynamics, potential and performance. The assessment process is holistic and integrated, with one-on-one feedback to candidate and business being non-negotiable.

The skilful integration of psychometrics provides insight into the deeper-seated aspects of individuals and teams – aspects key to identifying, developing and retaining talent and leadership.



CASE STUDIES & BUSINESS SCENARIOS

Organisation and role appropriate business scenarios effectively establish here-and-now role fit and competence. They offer the opportunity to assess an individual 'in action'; taking the individual out of their comfort zone to really gauge their ability to apply their knowledge in a manner which suits the organisational context and culture.



360° ASSESSMENTS & SURVEYS

Surveys provide a healthy reality check which builds insight that is critical to stimulating change. Our ability to design powerful assessments is complemented by our easy to use, online and customisable survey engine. Well-constructed and implemented surveys ensure that the feedback process is positive, balanced and fair promoting a powerful growth mindset, open communication and accountability.

