



RIGHT

MANAGEMENT CONSULTANTS®

Great Lakes Region

Assessment for Selection and Development

The right people in the right jobs make all the difference.

Current challenging economic and business conditions make it more important than ever to have the right people with the right skills in the right jobs. Today there is a smaller margin of error in hiring and promoting people into key positions, underscoring a greater need for accurate information to make the right staffing and development decisions.

Right's Assessments for Selection and Development help organizations hire, develop and deploy talent at all leadership levels. Our assessments help increase confidence in decision-making and accelerate individual development.

ASSESSMENTS FOR KEY LEADERS

Clients use Right's robust, structured assessments for selection, succession and/or development for different levels within the organization. We deploy a variety of reliable and valid methods, including in-depth structured interviewing, style and ability measurement, behavior-based simulations, and other tools to understand experience, skill, motivation, style, values and preferences – yielding high-impact data for making the right decisions about people.

- **CEO Assessment** – Leading the organization presents tough challenges for any new CEO. Whether assessing internal or external candidates for the top role in the organization, we provide Boards with in-depth insight into candidates' key strengths, potential vulnerabilities and fit for the unique challenges that face the CEO.
- **Executive Assessment** – Effectively leading a business unit is the focus of the executive level. Our executive assessments help an organization evaluate talent against current and future strategic needs, and the skills and abilities required for achieving success in these roles. Clients use these for multiple purposes, including high-potential identification.
- **Management Assessment** – Leading functions or regions is critical to ensuring company success. Our assessments for management-level executives help to ensure that organizations are making the right decisions in placing or promoting people to address the challenges at the mid-level.
- **Supervisory Assessment** – The front line is a critical interface between business planning and execution. Our supervisory assessments help to determine how likely individual contributors are to make the leap to the supervisory role.

ASSESSMENT SERVICES

Our clients choose Right's Assessments for Selection and Development for many reasons, including:

- **Customization Expertise** – This helps to ensure that you measure and develop the competencies that they will need to succeed in your organization.
- **Solid Research Foundation** – Well-researched assessment methods and multiple observers provide data required to make the highest-quality talent-related decisions.
- **Flexible and Quick Approach** – We work with clients to ensure that their key questions about people are answered, and meet their timelines for decision-making.
- **High Value for Participants** – Our highly individualized approach is optimal for building participants' personal accountability for their own development.
- **Business-savvy Consultants** – Right's consultants are selected based on their business experience, expertise in assessment and development, and ability to achieve real results for clients.

RIGHT'S ASSESSMENT APPROACH...

Identifies success factors for executive positions – and those that may derail candidates

Deploys a variety of tools and methods, combined with Right's expertise, to assess individuals

Provides feedback and development services that benefit the leader and the organization