

Designing and conducting Customized Assessment and Development Centre

We conduct Assessment Centre through a basket of exercises. We ask the participants to do the following :-

1. Write an essay on a futuristic topic. We understand from the essay the competence in English usage, depth of thinking, width of thinking, analytical skills and, logical reasoning.
2. Dissect a complex Case Study and ask them to discuss the Case study and its application to the company. This helps us to analyze the level of comprehension, ability to lead a discussion, listening skills, ability to respect other people's views and, the ability steer the participants towards a solution which will benefit the organization.
3. We conduct three Psychometric Tests namely MBTI (Myer Brigg Type Indicator) to understand the personality type, FIRO-B (Fundamental Interpersonal Relations Observation) to analyze the interpersonal relation styles and, BDI (Brain Dominance Inventory) to analyze which hemisphere of the brain is more dominant.
4. We conduct 360 degree Appraisal based on identified competencies of Managerial Effectiveness and Leadership by the company and as per global research.

Based on the 360 degree, we can analyze the macro-level thinking, leadership skills, people management skills, functional competence etc. We customize 360 degree to the needs of the organization.

5. We conduct Behavioral Event Interview (BEI), to understand the achievements of the person, personal vision, career needs, enablers and obstacles in that person's career and, his/her aspiration.

Based on the above we create the Individual Development Plan for each participant which contains the Competence Based Training Plan needed to be given to improve Performance or Behavior, Career Plan and Coaching needed to be provided.

We charge very affordable fee of Rs. 14,000/- per person plus applicable GST.