

Talent Assessment Solutions

Client Success Story Series #3



Senior Manager Selection

An SOE upgraded the way it identifies talent for new Director-level roles.

● The Client Challenge

A reputed State-Owned Enterprise was adapting quickly to new competitive realities and emerging global opportunities. New Director roles were being set up across the business. Senior leaders wanted such important internal promotion decisions to be based on a transparent, fair, and objective process.

● Our Solution



For each role, we worked with the client to create a new Success Model. Appropriate online and offline assessments were then identified and efficient Assessment Centre (AC) programmes designed, tailored to each position.



A typical AC included a work simulation, a structured interview, an in-depth personality questionnaire (OPQ), and a personality risk assessment (TD-12). The HR team received professional training in the use of each method.



A summary report was compiled for each person, in addition to insightful reports from each specific assessment.

● Outcomes

After a successful pilot project, the process was run across a whole year, covering 13 Director-level positions, and almost 100 applicants. The client has especially come to trust the process as providing a systematic, evidence-based way to evaluate its highly valued senior talent. It supports clearer decision-making while also enabling further personal development.