

# Talent Assessment Solutions

Client Success Story Series #5



## Leadership Assessment and Development

Improving sales executive performance through in-depth self-assessment and coaching.

### ● The Client Challenge

A division at an international pharma was under intense competition, but still needed to grow their sales. The division head looked for a direct approach to improve the impact of senior sales managers and also reduce the risk of losing top talent to competitors.

### ● Our Solution



After exploring the client's situation, a 1-1 performance coaching solution was set up.



A foundation of self-awareness was created using in-depth psychometric assessments: the Occupational Personality Questionnaire (OPQ) and the Motivation Questionnaire (MQ) from SHL, the world's leading provider of talent assessments.



Then each manager received a 1-1 performance coaching programme that ran for 6-12 months. The programme was supported by mid and end-point surveys, and regular feedback briefings, to track progress, engage the divisional leader, and allow timely adjustments as required.

### ● Outcomes

The initial coaching programme was highly successful and has since been extended twice, to include multiple waves of managers.