



Behavioural Selection & Development

Maximising the value of an organisation's Human Capital is a leadership priority. The two key elements of this are the development of people already in the organisation and the recruitment of the right candidates who will make a real contribution to the achievement of the organisation's goals.

LeaderShape has developed an advanced proven process to maximise the value of the people in the organisation

Experience, qualifications and "hard" skills are needed to provide a "threshold" of competence. These attributes are easily identified at interview. However, excellence at any level requires good motivation, good judgement and appropriate but varying behaviour that match any situational need. In other words good Emotional Intelligence.

The LeaderShape process:

Step 1:

Use Emotional Intelligence and other competency sub-sets as a basis for profiling the behavioural and performance needs of the organisation and specific roles

Step 2:

Use advanced behavioural interviewing techniques in the selection of new employees to predict future behaviours and development needs and assess the match with the target profile

Step 3:

Generate a Personal Development Plan process that matches development needs to current and future performance expectations. Train managers to run effective PDP meetings.

"Introducing competencies into our interviewing process has made a huge difference to the organization. We can now clearly identify the personal skills and attributes needed to be successful."

Nicola Penn, Assoc Dir.
Poolia Parker Bridge

Why are assessing, selecting and developing soft skills so important?

Research demonstrates that employing "the right kind of people" to fit the culture of an organisation is more important in achieving excellence than having the right experience, qualifications and techniques.

When selecting for new employment or promotion, some interviewers have good intuition but with little factual support. Others use various ad hoc methods. The LeaderShape process provides:

- ✔ An increased likelihood of choosing the right people for the job and to fit the culture of the organisation
- ✔ More accurate assessment of development needs
- ✔ Integration of personal development with performance management
- ✔ A superior engagement from managers in the development of their people

"The personal development programme has for the first time given us a comprehensive and robust process for truly developing staff in line with both the business needs and their own desires."

Nicola Penn, Assoc Dir.
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