



Assessing Talent: People Leader[®]

A Tool for Evaluating Current and Potential Leaders

Assessing Talent: People Leader[®] is a highly realistic simulation that measures key areas of leadership and provides organizations with a view of how a potential entry- or mid-level leader would handle typical job activities, such as managing a work unit and motivating, developing, and retaining talent, and handling customer issues. Organizations can also use the assessment results to make hiring and promotion decisions or to diagnose development needs of current and/or future managers.

The Benefits

- Determines who can successfully navigate the shift from individual contributor to entry-level manager roles and from entry-level to mid-level manager roles.
- Increases participant understanding of expectations and job challenges in a new leadership role.
- Improves the quality of hiring, placement, and early leadership identification decisions.
- Pinpoints strengths and development needs of incumbent managers so they become stronger faster.

The Details

The People Leader assessment includes highly realistic simulations that measure key skill areas associated with leading and managing others in a service environment. Assessing Talent is a modular system. DDI will work with you to select the modules most relevant to your entry- and mid-level manager positions. All modules follow a day-in-the-life format that provides your participants with an integrated experience that parallels the challenges faced on the job.

During the assessment, participants represent a corporation that manufactures, sells, and supports sound-proofing products. Participants act as an entry-level or mid-level manager responsible for leading a customer support group. Prior to the assessment each participant is provided with background information to review in preparation for the simulation.

Because the role of a leader can vary greatly between companies, DDI works with you to configure the exercises in the program to match your organization's specific strategies. This typically results in a half-day to a full-day assessment experience.

Each assessment includes Core Exercises as well as the option for Supplemental Exercises. Some potential exercises include:

- Manager Challenges
- Direct Report Role Play
- Peer Role Play
- Customer Role Play
- Change Role Play

Program Implementation

The simulation can be delivered virtually via a web interface and phone role plays, or at a DDI or client location. DDI assessors manage the assessment process, conduct the role plays, evaluate the exercises, and prepare assessment reports.

The standard report contains competency and key action ratings (i.e., detailed behavioral actions that in combination, make up successful performance within a given competency) and a summary of the participant's overall performance, highlighting strengths and development needs. A development guide with developmental activities to help build managerial and leadership skills is included with the report.

DDI offers a variety of feedback options. Our assessors can deliver feedback individually or in group sessions. We can also train your organization to conduct these feedback sessions. We also offer assistance in post-assessment development planning and training.

Industry-Specific Platforms

Customized assessment scenarios are available for the following industry sectors:

- Service
- Manufacturing
- Finance

These industry assessments are uniquely designed to reflect specific industry challenges, while maintaining applicability and relevance across a wide-variety of specific situations within industries.

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Assessing Talent®

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