



ASSESSMENT CENTRE

We take the task of executive selection and transform it into a simple, reliable process. With our guidance, this important activity becomes a professionally executed and goal-focused process that offers a high degree of decision-making transparency. Using the selection process as an early opportunity to inspire executives and provide them with sustainable tools requires a certain level of skill. We provide this service by using methodical and person-focused approaches to attract new resources into your business.

When is an Assessment Centre valuable?

"Picking the wrong person for the job is catastrophic, but we don't have the time or know-how to make decisions meticulously and professionally. We need a positive approach, especially when it comes to internal candidates, so that people stay motivated even when they aren't offered the job."

A typical starting point for the effective use of PE-Solution executive selection.

We support most of our clients through the full selection process: from the creation of a job description to final selection via an Assessment Centre. In some cases, we are asked to step in when uncertainties and difficulties have arisen once the process is already up and running. We can join your selection process at different stages. We design the most suitable approach from the many options

available: classic Assessment Centre or dynamic ReflACTION®-Centre, specifications assessment or impact assessment (Leadership Impact Assessment), and many more. We use our experience to focus both on ensuring a transparent decision-making process, as well as developing tools that candidates are able to use going forward.

What makes our executive selection effective?

The goal is always clear: select the best candidate. But we do more than just choose the most suitable selection methods. Our approach is characterised by how we bring the overall process into play:

What positive “side effects” might emerge? How can we use the selection process to convey both the challenges of the role as well as company values? From the offset, we manage the process in a way that is transparent, clear and fair: the reason particular methods are used and how the result has led to the selection decision, are always clear. Communication with internal candidates is also critical, as is a professional approach to external candidates.

By encouraging candidates to take responsibility for the outcome, we interact as equals and avoid candidates feeling diminished and frustrated. As part of the selection process we use exercises based on real-life scenarios that are co-designed with candidates; we also offer joint debriefing sessions.

We are happy to involve your (top) managers as observers and assessors. We understand their limited time availability and make sure they are prepared efficiently, and that they also receive supplementary tools that can be applied to their own leadership functions (e.g. performance assessment, feedback). Many clients perceive this as an extra benefit. At the end of the process, all candidates receive differentiated, appreciative feedback, and an optional results report with helpful development tips. Alongside the selection decision, we also look at subsequent development within the new role: What needs to be in place from the candidate's first day in his/her role as a (higher grade) manager so that s/he can start out with renewed motivation? How can s/he achieve his/her self-defined development goals? We ensure sustainable progress by supporting you beyond the executive selection process – through Transfer Coaching, for example.



Get in touch

Do you have questions? Or would you a preliminary consultation? Then feel free to call or just send us an email with your questions!

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