

Leadership Discovery

Do you have the Bench Strength to Win?

Through our 'Leadership Discovery' evaluation process we provide an objective, incisive, insight into organisations critical senior teams. Diagnosing 'bench strength' amongst a group of managers is a critical aspect of transformational change.



The Challenge

You know you have to achieve a significant improvement in performance; but do you have the leadership or sales capability to achieve it? What you need is an in-depth evaluation of the capability of the key group of people who will ensure that this performance goal is met. The evaluation process should enable you to take focused next steps at an individual and collective level.

'Leadership Discovery' from Apter Development is a rigorous and robust evaluation process which enables your organisation to rapidly develop the insights you need in the most flexible way. You can evaluate group sizes from very small to several hundred in a short period of time. It is also possible to carry out the evaluations in different locations.



The Approach

There are five elements to our approach which can be adapted to meet almost any organisational need. The end-to-end process blends the strategic requirements of the organisation with in-depth understanding of what really drives performance to enable focused, effective follow up action.

- **Defining Success Criteria** – helps you to define the critical factors that enable performance, aligned to your strategic goals and industry benchmarks
- **Developing an Evaluation Toolkit** – via Psychometric Profiles, Scenarios, Role Plays, Exercises
- **Evaluation Session** – this structured session/interview is led by one of the Apter Business Psychologist and a line manager/business expert
- **Evaluation Report** – focused individual report, based on success criteria, exploring development needs and performance potential
- **Senior Management Reviews** – exploring the talent within the organisation, whilst also looking in-depth at deployment decisions and development strategies.

Leadership Discovery 5 Step Approach



Track Record

Apter Development are a performance consultancy who have been assessing, evaluating and developing leaders and other key staff globally for over 15 years. Project sizes have ranged from individual evaluations to recently the top 400 Managers of a large Financial Services organisation. The Apter Development Evaluation team includes 20 Business / Occupational Psychologists and a similar number of coaches. We recently completed the evaluation of 200 senior managers in one organisation in five weeks and a sales-force of 65 in another organisation in 4 weeks.

"Through Leadership Discovery we were able to strategically understand the capability available to lead significant organisational change."

Group HR Director

Sales Discovery

Business success is predicated upon sales success. Sales scenarios often evolve quickly and what delivered success in the past may need to be reviewed and changed demanding new perspectives and insights from your sales force. Sales Force Discovery is a variation of 'Leadership Discovery' which has been developed from global research and practical application to support sales force transformation projects.

What Next?

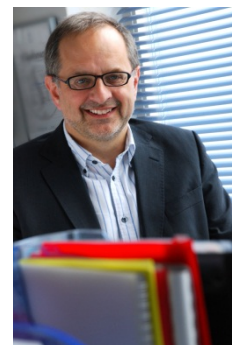
If you would like to know more about the Apter Development approach to leadership and sales force evaluation to help your organisation in rapidly developing the insights you need to lead aspects of organisational change, then please contact Apter Development on (+44) 0845 467 0708 or email info@apterdevelopment.com

Apter Development provides cutting edge consulting and development in the fields of: Leadership, Management and Team Development; Executive and Team Coaching; Performance Consultancy and Employee Research

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