

LEADERSHIP ASSESSMENTS

MEASURING, PREDICTING AND ENABLING PERFORMANCE



"Revealing beyond the apparent"

Research indicates that only about 30% of high performers can be classified as high potentials. InspireOne's Leadership Assessment tools aim to provide actionable insights on change and growth readiness of leaders.

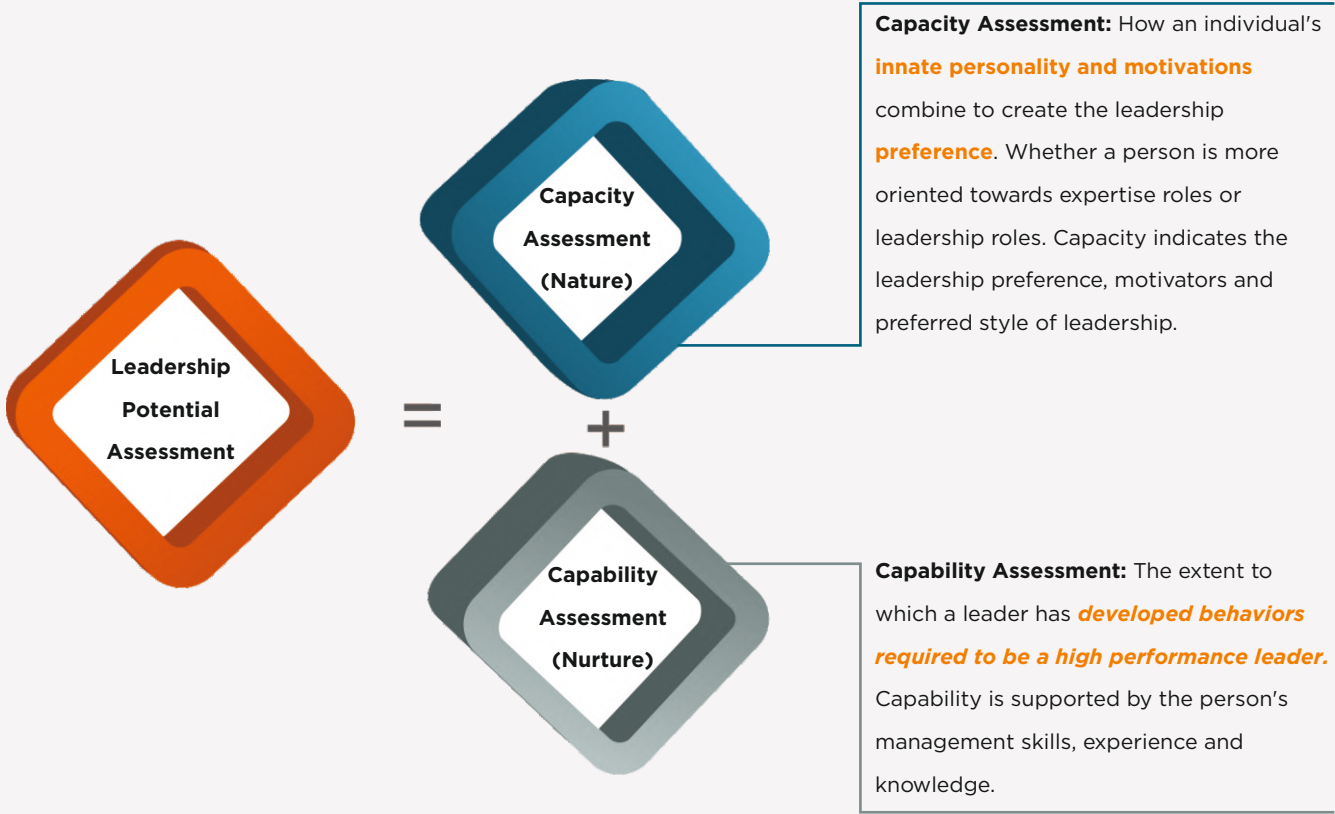
Leaders today are mandated to navigate and grow their organizations through an agile and VUCAD landscape driven by customers, market, & competition & employee demographics.



An agile organization needs to identify & develop leaders with the “potential” to navigate the change imperative.

Leadership Philosophy

IBM Kenexa's 30 years research shows that assessment of the Leadership Potential is a combination of Capacity & Capability.



The most precise way to **identify leaders** is to explore their **preferences, motivators** and **styles** and map these against their **leadership behaviors**.

Leadership Assessments

NATURE	IBM® Kenexa® Leadership Preference Questionnaire It measures leadership orientations & the values that underpin them.		IBM® Kenexa® Occupational Personality Inventory It identifies an individual's preferred style at work and predicts his/ her behavior in dierent situations.		TMI Personal EQ Meter™ An online assessment to assess a person's Emotional Quotient (EQ) on 5 areas and 15 components of Emotional Intelligence.	
	IBM® Kenexa® Leadership Behavioral Assessment A situational judgement test that provides insights to ensure that the right people are in the right jobs.	IBM® Kenexa® 360 Degree Leadership Assessment Provides holistic feedback & assessment from all relevant stakeholders on the high performance behaviors for the leaders.	IBM® Kenexa® Leadership Development Centres Measure potential & performance. Benchmarked & contextualized simulations over 2 days.	Supernova™ powered by IBM Watson An evidence based, on-the-job feedback application, that uses AI to assess your talent against real life situations.		

Objectives	Tools						
	Leadership Behavioral Assessment	Leadership Preference Questionnaire	Supernova Watson	Leadership Development Centre	Occupational Personality Inventory	360 Degree Leadership Assessment	Personal EQ Meter™
Identification of high potential leaders	✓	✓	✓	✓			
Predict future performance for leadership roles		✓		✓	✓		
Benchmark the management/ leadership population				✓			
Create development paths based on leadership capacity		✓	✓	✓		✓	✓
Build a strong pipeline of future leaders		✓		✓			✓
Design Assessment initiatives	A combination of the tools according to the specific need of the organization						

About InspireOne®

InspireOne® partners with organizations to help manage change scenarios and achieve business results, through contextualized and inspiring interventions around leadership and people development, strategic alignment and building strong sustainable culture.

InspireOne's Global Partners

