

Assessments of Individuals & Teams

Turning cross-cultural complexity into high-performance vitality

ASSESSMENTS OF INDIVIDUALS & TEAMS

Organizations compete fiercely in the war for talent. Many invest an enormous amount of money, time and other resources in advertising and recruiting strategies to attract the best candidates. Today's executives understand and claim that their most important asset in the organization is people. Yet when it comes to actually assessing which job candidates are likely to perform most effectively and make the most significant contribution, a large number of organizations employ rudimentary and haphazard approaches to selecting their workforces.

This represents a serious problem for organizations that purport to have a strategic focus on increasing their competitive advantage through effective talent management. The problem stems from the fact that many organizations fail to use scientifically proven assessments to make selection decisions, even though such assessments have been shown to result in significant productivity increases, cost savings, decreases in attrition and other critical organizational outcomes. There are very substantial bottom-line financial results associated with using effective assessments to guide selection decisions. Making wrong executive selections for key positions can be very expensive. Highly skilled leaders are key to success both in western countries and in Asia. Almost all successful companies use assessment centres as a second – external and neutral – opinion. Quite often they are also used as a base for creating a development plan.

Assessments, however, tend to neglect cultural differences. They are normed to Western social standards and values and do not take other regions of this world sufficiently into account. They often do not realize that in non-western cultures people remain integrated into their group. Target-oriented business practices are not recommended in social environments where people rely on the security of their group and are loyal to it. Assessments normed to Western standards tend to recommend target-oriented individuals with strong emotional control for non-western regions where employee orientation and emotional intelligence are key to successful operations.

THE EURASIA COMPETENCE APPROACH

EurAsia Competence therefore works only with the very best assessment tools, recognized for their scientific pedigree and tested in the everyday business world. Assessments by EurAsia Competence specialists also look at cultural strengths and weaknesses when evaluating a candidate. The diagnostic procedures used meet strict scientific criteria; evaluations are based on observed behaviour and EurAsia Competence's proprietary theory of comparative culture¹.

EurAsia Competence clarifies with the client what competencies are to be evaluated during the assessment and at what level these qualifications are required. Details discussed with the client include any further information about the position to be filled and specific questions to be explored during the assessment.

Social competencies	Methodical and conceptual competencies	Business competencies
<ul style="list-style-type: none"> • People orientation (contact, diversity, communication, leading, decision making) • Intercultural competence • Tackling and resolving conflicts • Customer orientation 	<ul style="list-style-type: none"> • Dealing with complexity and change • Analysing and resolving problems • Planning and organizing 	<ul style="list-style-type: none"> • Vision • Entrepreneurship and strategy

General assessment qualification model (for details contact EurAsia Competence)

FACT SHEET

¹See Roth, Hans Jakob (2013). Kultur, Raum und Zeit. Baden-Baden, Nomos Verlag

EurAsia Competence provides hands-on and customized strategic and operational support to the management of private enterprises and governmental and non-governmental institutions, enhancing organizational performance and value creation for clients operating in Europe and Asia. EurAsia Competence coaches, supports, and trains boards of directors, executive teams and project teams to integrate cross-cultural competences and gain competitive advantages for clients' organizations.

Our team of experts for Assessments of Individuals & Teams:



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EURASIA COMPETENCE SERVICES IN ASSESSMENTS OF INDIVIDUALS & TEAMS



High-level process description (for details contact EurAsia Competence)

YOUR BENEFITS

When correctly established and run with a professional approach, assessment centres are generally accepted as a fair method of selection. A typical assessment centre provides much more information about fit, skills, competencies and future potential than virtually any other method of recruitment. One of the benefits is improved accuracy, as they allow a broader range of selection methods to be used. They also facilitate an evaluation of present job performance as well as helping to predict it for the future. Other benefits include:

- Support in your decision-making from an independent assessment specialist ('second opinion')
- Valuable hints on development potential
- The opportunity to differentiate between candidates who seem very similar
- Increased accuracy, so wrong placements in key positions are reduced
- Reduction/mitigation of recruitment errors, avoiding unnecessary costs

OTHER EURASIA COMPETENCE SERVICES

- Strategy and organizational development
- Leadership and change
- Cultural due diligence
- Issue and reputation management
- Coaching for boards, executive teams and project teams

EURASIA COMPETENCE TARGET GROUPS

- Public and private companies
- Government institutions
- NGOs
- Professional associations and foundations

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