

Executive Select Solution

Assessment Summary



The Executive Select Solution

Winsborough's **Executive Select Solution** is a comprehensive and robust assessment and reporting package. We recommend this solution for executive level appointments when thorough evaluation is required; an objective external perspective is important; or you would like to clearly understand what differentiates the candidates on your 'short list'.

What does this assessment deliver?

The **Executive Select Solution** includes a comprehensive suite of personality and cognitive assessments:

- > **MAP:** Measures leadership reputation based on day-to-day personality, revealing key strengths and potential challenges relevant to executive success.
- > **MAP-X:** Identifies extreme tendencies in individuals' personality that can pose performance risks, these behaviours are most often seen during times of stress and can hinder overall executive performance.
- > **Match-V:** Measures core leadership drivers, the key to organisational fit and culture.
- > **Cognitive Assessment:** Measures high-level observation skills, clear-thinking ability, and intellectual capacity. We use Matrigma, an internationally benchmarked measure that differentiates at the high end of the population.
- > **Psychological Interview:** An in-depth interview with a Winsborough consultant; candidate's profiles are explored with them during this 90-minute session.

A **leadership report** integrates all of the assessment information and insights regarding candidate fit. Specifically, there is an overview of the candidate and in-depth reporting into key strengths and development areas.

A **hiring panel brief** complements these reports. This in-depth discussion gives you the opportunity to pose different scenarios and questions about role, team and organisational fit. We will also discuss onboarding considerations to ensure you and your candidate are well placed for their effective transition into the role.

A **developmentally focused feedback** session is provided for all of your candidates. For your chosen candidate, the discussion focuses on their transition into their new executive role. A set of developmental leadership reports, based on the candidate's profile, are also provided to both the Hiring Panel / Board and candidate.

About Winsborough

Winsborough are experts in Executive Assessment for both selection and development purposes. We have deep experience in both public and private sector executive leadership contexts. As well as having provided assessment services as a part of the selection and appointment process for many of the current public sector CE's, we provide executive assessment services for large global organisations such as Fletcher Building, Methanex, BNZ, and iconic New Zealand companies such as Air New Zealand and the New Zealand Defence Force. We also provide executive assessment services in support of NZ SME's and in the not for profit sector.

In our Executive Assessment work, Winsborough

- > brings an astute understanding of the requirements and complexities of executive level roles,
- > puts your organisation at the centre of all we do - your context matters,
- > applies rigorous and proven assessment methodologies, and employs world class tools,
- > provides upfront, unbiased expert and insightful analysis, and
- > works with your candidates respectfully & transparently - ensuring that all candidates, regardless of the selection decision, have a positive experience and find the assessment process beneficial.

Order now:

Contact us via support@winsborough.co.nz or call 0800 222 061 and ask to set up an Executive Select Assessment.

Chief Executive Selection

For Chief Executives, Winsborough recommend an Assessment Centre, including all of the elements of the Executive Select solution, and incorporating Executive Judgement Scenarios and other appropriate assessment activities (for example; a Media Simulation exercise).

If you need further information or want to find out about other **Winsborough Assessment Solutions**, please contact us or go to to www.winsborough.co.nz to learn more.

Need more information? Contact the Winsborough Team:
winsborough.co.nz | 0800 222 061 | support@winsborough.co.nz

