

Leader Select Solution

Assessment Summary



The Leader Select Solution

Winsborough's **Leader Select Solution** provides a good level of testing rigour and is the option we recommend for important roles where you really need to understand how the person will 'fit' with the role, the team, key relationships, and the organisational culture.

What does this assessment deliver?

The **Leader 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 leadership 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 leadership performance.
- > **Match-V:** Measures core leadership drivers - key to organisational fit & 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.

An **comprehensive report** provides a detailed analysis of the candidate's abilities and approach. The report is structured around how the candidate behaves, how they relate to others, how they lead, and how they think and plan.

A **30 minute manager brief** provides the opportunity to explore the candidate's profile in conversation. This is a highly valuable discussion and allows better understanding of how the person may respond to known context or situational challenges. We will also discuss onboarding considerations to ensure you and your preferred 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 leadership role. A developmental **personality report** is also provided to the candidatee.

About Winsborough

Winsborough are experts in leadership assessment for both selection and development purposes. We have deep experience of both public and private sector executives, leaders and managers.

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 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 assessment work, Winsborough:

- > brings an astute understanding of the requirements and complexities of leadership 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 a Leader Select Assessment.

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

