

An opportunity to take part in developing the leading edge of talent management

The strategic need for effective talent management in major national, multi-national and global corporations requires a new approach to the scientific assessment of talent. The psychometric industry has been at a developmental standstill for over a decade*, but must now be positioned to continually provide innovative assessment products to meet and surpass the emergent and ever shifting needs of its clients. In order to do this, the immense benefits of technology must be harnessed.

In an effort to lead the way, Talent Q, led by Roger Holdsworth, is embarking upon a pioneering study. The study is designed to identify alternative assessment methods and possibilities. The findings will enable the development of an assessment system to vanquish the shortcomings of historical assessment methods and provide an unparalleled 'new way'.

We want to identify whether it is possible to:

- 1) Reduce assessment duration by 50%, whilst achieving greater precision of measurement
- 2) Have a single assessment methodology enabling easy performance comparison across organisational levels, functions, business sectors and languages whilst retaining recruiter and candidate confidence
- 3) Reduce the need for supervised assessment by harnessing the benefits of adaptive testing technology

In order to answer these questions, we are looking to partner with a small number of large organisations across a range of major industry sectors. By being involved, you will play a vital part in the evolution of assessment in modern business and will bring business benefits to your own organisation through study related publicity and early adopter access to any resultant assessment system on advantageous terms.

*The Road to Sedition – Steve Smethurst - People Management 7 Aug 2003 , The Window Test – Steve Smethurst - People Management 26 Jan 2003

Participation

In order to participate we ask of you the following:

- 1) Your organisation has an employee population in excess of 10,000
- 2) You have the delegated authority to support a study of this nature
- 3) You agree to take part in a one to one discussion or focus group to discuss current assessment within your organisation and ideas for the future
- 4) You can enlist the support of >400 employees to trial prototype assessment methods (this is likely to involve each person spending c30 minutes, completing various forms of on-line assessment)

If you would like to take part or are interested in the research, please contact
Steve O'Dell, CEO, Talent Q UK Ltd, 07900 955072

TalentQTM