

Deep-Dive: Executive Assessment

What?

Hanover Strategies' Executive Assessment consulting helps senior leaders achieve maximum quality and productivity from their senior executive talent. It helps answer critical questions: Is everyone on the team personally effective and in the best role? Is the team aligned to the strategic direction of the organization? Does the team inspire employees to business performance? Are leaders being prepared for succession and mastery of future business challenges?

How?

Leveraging our deep expertise in executive talent and organizational performance consulting, we have a structured, proven process that helps senior leaders clarify the business agenda, identify strategically critical competencies, assess individual and team effectiveness, and plan actions to ensure the best top talent and leadership processes.

1. Help clarify your organization's key performance challenges and select the executive competencies most critical to closing organization performance gaps
2. Utilize the competitively benchmarked executive competencies to conduct in-depth interviews focused on actual performance behavior with each participating executive, and assess their competitive level of performance on each targeted competency (we reinforce this assessment, whenever possible, with feedback from boss, peers, and direct reports)
3. Provide a professional assessment of key executives against benchmarked, highly competitive leadership competencies that are clearly aligned to the requirements of a company's business strategy and organization performance priorities
4. Establish practical action plans to improve leadership effectiveness and performance results -- both with all members of the team and individually

We are available to help executives implement their performance and development action plans, as needed. This assistance is usually provided in the form of either executive coaching or facilitation of teamwork processes.

Why?

The effectiveness of a leadership team has a big impact on organizational performance and market value. Market analysts consider management quality as a key predictor of stock appreciation, and human capital at the top literally drives business performance and growth in shareholder value:

- Companies with superior leadership talent outperform their industry's annual mean return to shareholders by 20-25%
- The 20% most competent executive leaders outperform those of average competency by 40-67% in productivity, profit, or revenue
- An accurate match of individual competencies to job requirements accounts for approximately 70% of an executive's success in a new job assignment