

SERVICE PRESENTATION

FEBRUARY 2020

MINE LEADERSHIP

ASSESSMENT/DEVELOPMENT
CENTERS



Whether you want to select your future key talents, decide short term promotion or identify relevant key development methods required in order to support the growth of your people, our assessment/Development Centers provide you with insights to unlock the potential of your workforce of tomorrow and a roadmap to growth.

Our scope of work



Individual Diagnosis

Our solutions

- Assessment/Development Center – Ensure to have the right person at the right place
- Succession planning - Increases the availability of experienced and capable employees that are prepared to assume key leadership positions as they become available
- 360° Assessment – Develop a culture of feedback and get understanding of your unintended impact on others

Team Diagnosis

Our solutions

- Team and organizational psychometric analysis – Identify gap between reality and team aspiration
- Workshop : Creation of alignment around mission, values and behaviors



Organizational Diagnosis

Our solutions

- Leadership cultural survey – Assessment of the current leadership practices within your organization/Department
- Support in the definition of the expected leadership culture – Interviews, international norms, benchmarks & best practices

We support people and organizations in their development by fostering reflection and self-awareness throughout all our Assessment/Development programs.

Our approach



Innovative & adapted to new way of working

No more boring individual case studies, reasoning tests and poker face assessors that give a negative feeling to participants about the whole procedure: digital exercises, adapted to the NWoW, interactive but also inspiring and reflective.



Strong focus on inner drivers

Integrate a deep exploration on participants' drivers in order to support the development of sustainable behavioral changes and to give meaning to the next steps of the process.



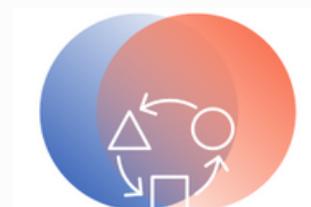
•Fully tailored

Fully tailored: no “ready-made” programs: we propose a holistic and integrated approach that takes into consideration the culture of the organization, its vision, its strategy, the existing models and development initiatives



Emphasizing the importance of feedback & introspecting work

Emphasize the importance of feedback, introspection work, with sessions facilitated by assessors who are also either psychologists and/or certified coaches, specialized in Top Executives, Leadership and High-Potentials coaching. They have all the same guiding principles: challenging but constructive and always kind.



Using empirically based benchmark

Use of the best psychometric tools on the market for leadership profiles as well as empirically based benchmarks that will provide you with meaningful insights regarding leadership best practices among competitors.

INTERESTED TO KNOW MORE ?

COME AND MEET US !



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