



SHL Executive Assessment in Context

Competencies are not enough – you need to consider context

When it comes to leadership positions, measuring competencies alone without also measuring unique context is a short-sighted approach and is no longer enough to accurately predict leader success.

Arguably leaders have already proved they have the required level of competence and technical excellence during their ascent to a leadership position. Yet once in the leadership role, how effectively they navigate complex leadership challenges becomes critical.

Take a Holistic View of Leader Performance

Data on four facets is deemed to be critical when it comes to exceptional leader performance. You also need to consider questions that must be asked when advancing leaders within your business.

1

Potential to perform well in the role

Questions you might ask:

- What is the likelihood of the candidate performing well against the behavioural requirements of the role?
- Will they be likely to develop at pace?

2

Current track record

Questions you might ask:

- What is the candidate's current performance like?
- How do they perform against the behavioural requirements of the role?

3

Risk under extreme pressure

Questions you might ask:

- Is there a risk of derailment?
- How might they behave and lead when under pressure and stress?

4

Candidate fit in the organisational context

Questions you might ask:

- How well does the candidate fit with the unique context of the role today?
- What about the longer term?



Up to
3x

increase
in ability
to predict
leader
success

Measuring leaders
against the dynamic
and specific factors
that predict success in
a particular context



A Solution with a Difference

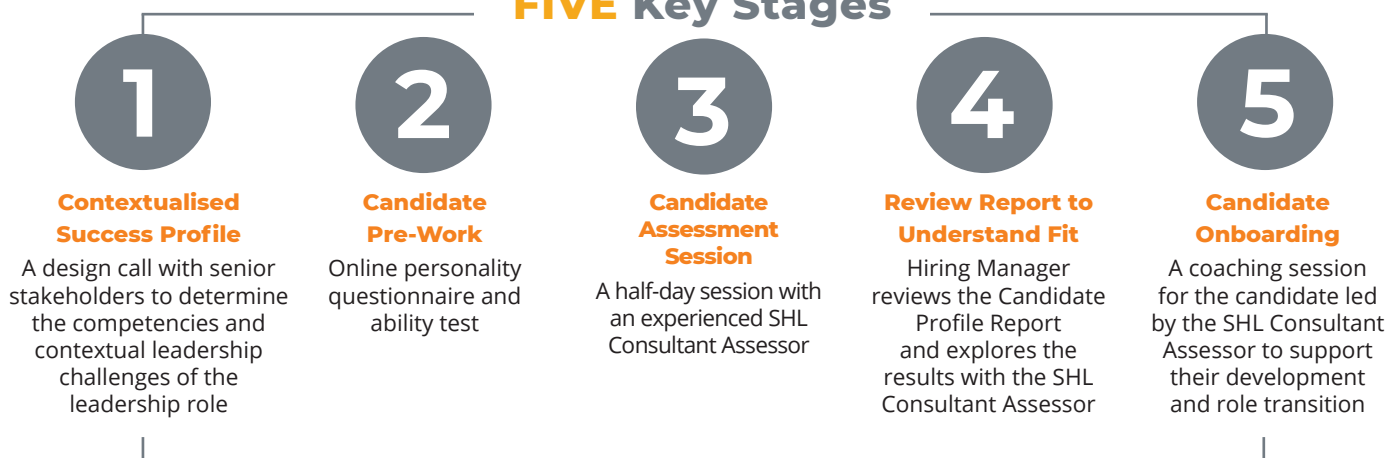
Unique to market, the SHL Executive Assessment in Context is built on our world-leading research on leadership – the largest and most comprehensive leadership study conducted in the past 20 years – which determines what predicts leader success in today’s work environment.

The solution provides an in-depth assessment of capability within the context of your organisation. It equips hiring managers with candidate data on the critical four facets, and also gives an overall fit score for the target role.

What Will You Get?

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FIVE Key Stages



Why Now?

Leaders are in an era of uncertainty and change, and most are poorly positioned to respond. Rapid change requires an agile leadership strategy to keep pace with increasing talent demands.

People insight helps to place leaders for success, now and in the future. A costly yet common mistake is failing to review leadership talent. Having the right people in your critical leadership roles can be the difference between success and failure.

Only **27%** of business units have the leaders they need for the future

Source: Gartner, Succession Planning for the Future, 2019

32% of organisations would change members of their leadership team if given the opportunity

Source: Gartner, Improving Leadership Bench Strength, 2019

Almost **two-thirds** of HR leaders expect a significant portion of leadership roles to change within the next five years, but **one-third** of those leaders can't predict how the roles will change

Source: Gartner, Succession Planning for the Future, 2019

SHL is the leading global authority on understanding and measuring the things that make people successful at work. With 40+ years of talent expertise, cutting-edge assessment science, and more than 45 billion data points, we have an unparalleled view of the workforce. Find out how SHL can help you win by providing deep people insights to predict and drive performance.

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