

## Executive Assessment

One of the most important business decisions any organization can make is who to hire for an executive leadership role. The best executives build great companies and create value for their shareholders, customers, and employees; the worst destroy it. Making the right decision is critical and not always easy to do, as we are, in essence, trying to predict the future. State-of-the-art assessment methodology provides a clear lens to better know your leaders and enhance your selection, promotion, succession, and developmental decisions to help you make the best investment.

Executive assessments, including tools like cognitive tests, personality and style assessments, 360 degree feedback, assessment center day-in-the-life exercises, and behavioral career/life interviews provide an independent, in-depth view of a leader's strengths and developmental needs. These assessments go far beyond traditional interviewing to paint a detailed picture of both the "bright side" and the potential "dark side" or derailers of the leader, as well as the values and goals that ultimately drive their behavior, aspirations and expectations about life and potential fit with the culture of the organization. These assessments are useful for the selection and promotion of leaders into key roles, for the identification of high potentials, and for profiling current leaders to create robust, tailored developmental and career plans.



***Nothing can build a company, turn it around, or sink it as quickly as its recruiting and hiring decisions***

***— David P. Jones, Ph.D.  
Million-Dollar Hire***

As an industrial-organizational psychologist and human resources professional with over 20 years of practical, hands-on experience in human resources consulting and corporate leadership roles, Michelle Crosby is uniquely qualified to bring the right assessment tools to shed light on your leader's capabilities and provide insight into their strengths and developmental needs. Her two decades of experience with assessment combined with her pragmatic, humanistic approach as a practitioner working inside organizations ensure that the assessment process used will meet your leader's and your organization's needs and not be just another academic exercise.