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Mind Group
Assessment
Services

Mind Group Assessment Services

At Mind Group we assess Executives and Senior Leaders for selection, succession, due diligence and development. We provide standardised, objective information to help organisations make the best decisions regarding their Executive talent.

Moreover, we ensure that leaders are supported to accelerate their professional development and are able to proactively manage foreseeable risks emerging from the data.

Decisions at this level are simply too important to be influenced by inexperienced or unqualified operators; that's why all Mind Group staff are registered psychologists with a minimum of 10 years assessment experience at the most senior levels. Our psychologists have conducted senior assessments for over 25% of the ASX top 100.

Our assessments are designed for GM through to CEO levels within Australian corporate environments. Mind Group is vendor neutral, using both proprietary methodologies and 3rd party tools. This ensures we can gather the best information to manage risk for our clients and support the development of the leaders we work with.

Mind Group Assessment Services

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Executive Assessment - Our Approach

Whether the assessment is for selection, succession or development purposes, Mind Group's approach will always include the following key elements:

1. Role profiling and set-up

Requirements of a successful leader in the target role are confirmed before selecting valid, practical assessment tools and methodologies to ensure we provide the most critical information.

2. Assessments conducted with trained, independent and experienced professionals

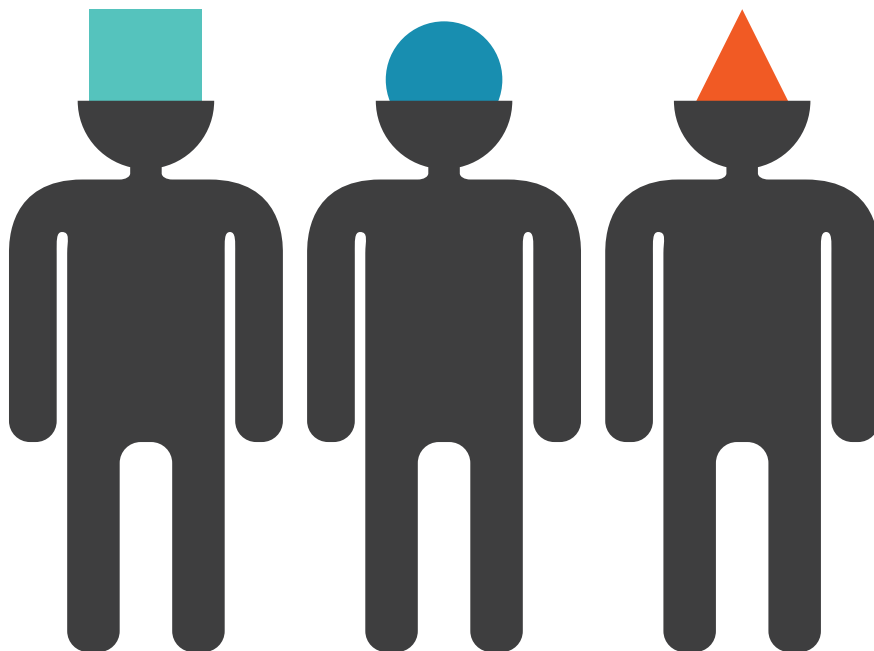
Candidate care is critical, participants are supported and set-up to achieve to their potential. Assessors all have over 10 years experience assessing at this level - they know what strong, average and poor performance looks like.

3. Risk assessment and decision-making

Confidentially handled data is interpreted based on objective evidence against requirements. We focus attention onto the most pivotal insights to emerge from the data. Decisions are reached collaboratively with the client through scenario testing and foreseeable risk management options.

4. Candidate support and professional growth

We are passionate about making all of our Executive assessments positive developmental experiences for candidates. Whichever process is chosen, rich information will have emerged which can make a significant positive change to their careers and lives. We also ensure that organisations are empowered to support their incumbent senior talent.



Comprehensive Assessment

Mind Group comprehensive assessment uses multiple assessment methods to provide a broad picture of your senior leadership talent without involving them in a full-day assessment centre process. It is designed to highlight both strengths as well as risk factors and areas for development based upon a specific role and organisational context.

Comprehensive Assessment Includes

Reinforced Behavioural Interview (RBI)

Behavioural interviews alone are significantly more valid predictors of success than traditional interviews. However, at the most senior levels their validity slips due to participants' increased ability to 'talk a good game'. Mind Group's **Reinforced Behavioural Interview** uses a structured process whereby participants both report and *demonstrate* their leadership capability against a predetermined benchmark.

Personality Profiling

At the most senior levels, problematic personality factors can emerge, particularly under pressure and stress. Moreover an Executive needs to 'fit' to a given culture, value set and organisational ambitions to succeed. An Executive's preferences, likely derailers and their level of 'fit' to a given role and culture are all critical components of a Mind Group comprehensive assessment.

Cognitive and EQ testing (optional)

A Senior Leader's ability to quickly process information and draw appropriate conclusions is pivotal to success. Confirming this ability is at least competitive can be a vital piece of the picture for clients to understand. A candidate's level of emotional intelligence also helps to round out the picture and identify a potential leadership risk.

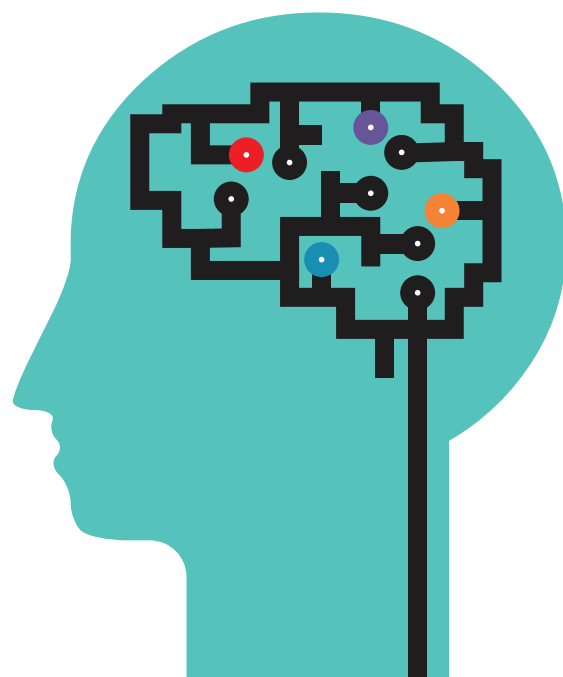
Comprehensive company/Board debrief and risk assessment

A valuable report is generated from the assessment process, however, clients need to be able to discuss risk factors, potential coping strategies and test numerous scenarios against multiple sources of data before they make a decision. Mind Group assessors are experienced holding such discussions at both Executive and Board levels to bring the results to life and support informed and balanced decisions.

Candidate feedback, coaching and risk management

A Mind Group assessment is not complete without an in-depth feedback and coaching session for the participant. If they are appointed into a role this becomes the start of their induction and accelerated development program. If they are unsuccessful, this session provides a valuable positive outcome for them.

Personalised candidate care before, during and after the process is central to our service.



Executive 'Flight Simulator' Assessment

Similar to the Comprehensive Assessment, the Executive 'Flight Simulator' is a more intensive assessment process. This provides greater depth of insight and data validity as Executives are assessed performing real leadership tasks under standardised conditions. As with a real flight simulator, participants 'take the controls' but within a safe standardised environment, in this instance leading an Australian corporate organisation.

This process enables us to report back on a candidates actual (rather than reported) ability to perform critical skills such as:

- Developing a business strategy
- Presenting a vision and strategy
- Fielding questions from a Board/Investors
- Making difficult operational decisions
- Coaching and motivating staff
- Building relationships with strategic customers/partners
- Interacting with the media

Assessments and ratings are based against pre-determined criteria. Our assessors all have over 10 years experience assessing senior leaders and so can readily identify candidate performance that is strong, average or a potential risk (and in need of development).

The Executive 'Flight Simulator' includes:

- Personalised candidate care before, during and after the process
- A 'live' assessment experience involving multiple stakeholders
- Comprehensive behaviour-level analysis and reporting
- Personality profiling - type and preferences, leadership risks under pressure, key drivers and values
- Cognitive and EQ testing (optional)
- Comprehensive company/Board debrief and risk assessment
- Candidate feedback, coaching and risk management



Executive Progress Review

For established leaders within an organisation, structured feedback from peers, reports and key stakeholders can be invaluable. Forward-thinking leaders want to know how they're going; where they're doing well and what they can do to improve (without the 'sugar coating').

Standard 360 feedback tools often miss the mark as many colleagues respond cosmetically or choose to sit on the fence for fear of political reprisals. The 360 feedback 'witch hunt' is something that many have seen in the past and are understandably keen to avoid.

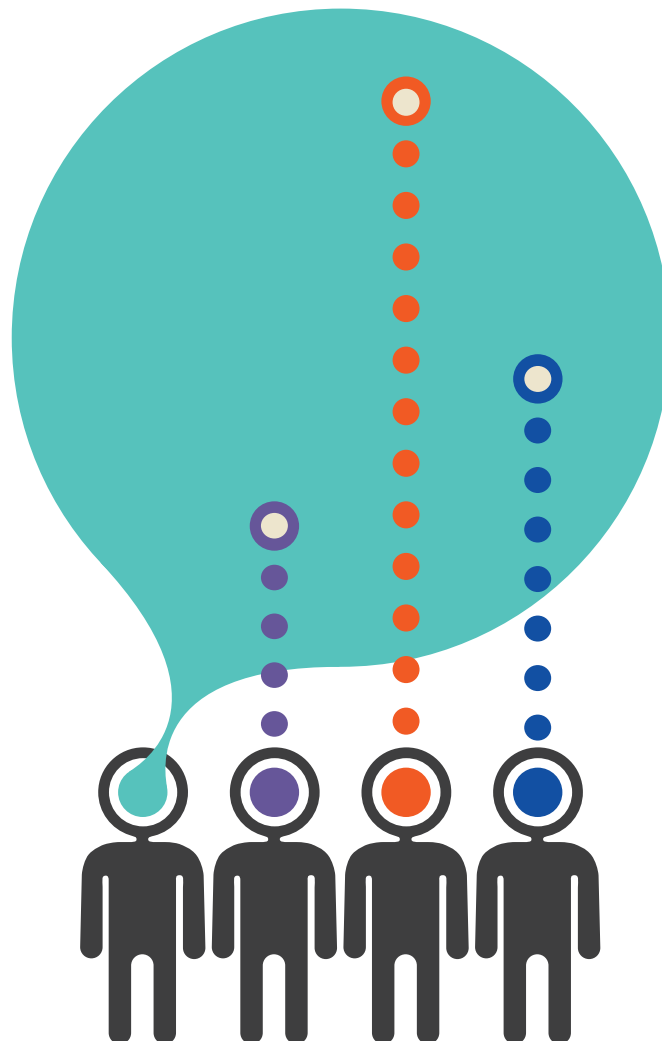
At Mind Group - we use a structured interview process – our **Executive Progress Review** to tease out and gauge the most pivotal feedback confidentially and constructively. We look beneath surface-level responses to uncover the specific behaviours and approaches that need to be further leveraged, developed or prevented to achieve a specific organisational outcome.

The Mind Group methodology focuses the feedback within the context of a specific organisational goal. This allows the feedback to be positioned objectively rather than as a series of individual opinions as to a person's strengths and areas for development.

Our approach positions feedback in a manner where participants would feel comfortable conveying the key messages in person.

The feedback process is complimented by clear reporting and coaching to accelerate professional development, or get performance back on track.

Client support, data management and stakeholder communications are provided as part of the service.



Executive Coaching

True Executive coaching is a wholly active process for the Executive involved. They are focused, supported, guided but also challenged to change – a critical step to bring about worthwhile professional development.

Our role as a Mind Group coach is to focus the Executive on agreed objectives and build their confidence and ability to change. Given the levels of power and influence of our typical Executive 'coachee' we are careful to ensure that we are not lulled into building their ego or becoming a hired friend and confidante.

At Mind Group all our Executive coaches are:

- **Registered Psychologists** – accredited professionals in understanding and changing behaviour
- **Experienced** – all having coached at the most senior levels for over 10 years
- **Seasoned** – having run P&Ls, led teams and had our own fair share of success and failure
- **Knowledgeable** – having in depth understanding of the requirements for success across all major leadership competencies
- **Confident** - prepared to constructively challenge views and approaches which are contrary to agreed goals
- **Listeners** – the Executive's brain that should be busy throughout each session

Given the professional nature of the relationship, our coaching engagements are based upon either:

- Identified areas for focus from objective assessment data
- Agreed organisationally critical goals and change requirements

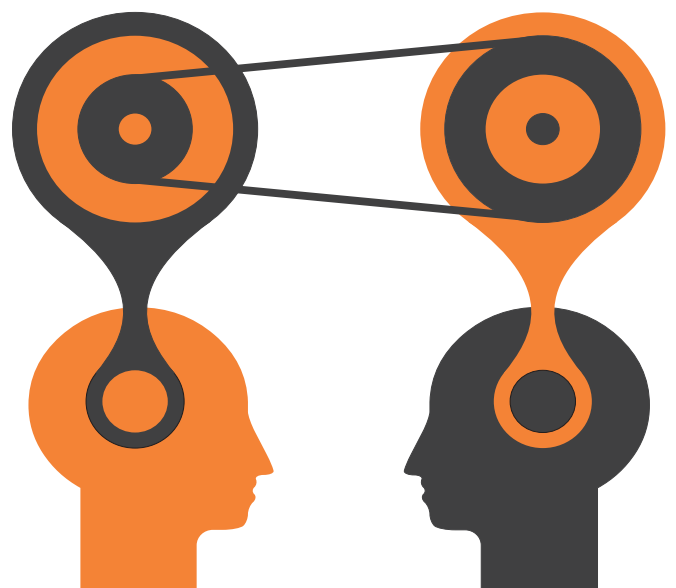
At Mind Group, we recognise that the respect and trust between coach and Executive is pivotal to success, as such the initial meeting is complimentary and without obligation.

Once a decision has been made to engage a Mind Group coach, the Executive can choose either:

- A short-term engagement (3 sessions)
- A medium-term engagement (6 sessions)

In our experience, longer term engagements are typically not necessary, however further sessions can be booked if required.

To request individual coach bios and or to speak to one of our psychologists, please contact us via email (info@mindgroup.com.au) or visit our website (www.mindgroup.com.au)



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