

LEADERSHIP CONSULTANCY PRACTICE

TALENT MANAGEMENT CASE STUDY

CASE STUDY

FTSE100 Company

BACKGROUND

Our client was a FTSE 100 global company who wished to confirm the High Potential status of some of their senior executives as an aid to their succession planning process. They therefore decided on a development centre to get external viewpoints on the validity of their nomination process and asked the Norman Broadbent Leadership Consultancy team to design and deliver this.

THE ASSIGNMENT

Working through the consulting cycle, the team took a brief from the client and designed a personalised development centre designed to measure the potential of the senior managers to progress their careers within the organisation. The centre was designed to be delivered within a single day and be a personalised and individual event with a truly developmental approach. The process of client engagement was important at the outset so that all those taking part understood that this was a development event and not a back door selection process with any ulterior motive. The Norman Broadbent team of Occupational Psychologists contacted each manager individually to introduce themselves and deal with any sensitivities and issues.

The senior manager group attended the development centre where they undertook a timed business case study, feedback from the psychologists on pre-completed psychometric tests and measures that culminated in the formation of a development plan that they could action in the business.

THE RESULT

A full overview of the results was presented to the client's main board. This assisted the board to ratify the succession plan. The client described the Development Centre event as one in which:

'all our expectations were delivered and met with excellent feedback from the delegates'

Delegates described the process as:

'a superb day highly valued and meaningful'

'very interesting and informative... stretching and challenging'

'a really positive experience and one well worth undertaking – a very professional approach'

Norman Broadbent

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