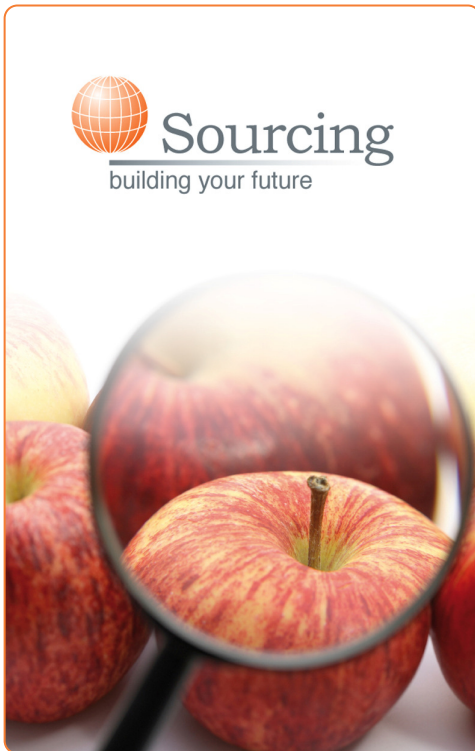


Assessment & Development Centers for Success

As Human Capital and Talent capability development firm, we provide Assessment and Development Center solutions to support you select the best people that fit your needs and to identify what areas they should develop to become and remain your key people for tomorrow.

A high value solution that will support your People Managers to build successful teams!



Standard and custom “Assessment and Development Centers” solutions to successfully select the Talent that match your culture and your needs.



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A method that fits your situation and purpose

Assessment & Development Centers (ADC) provide the best solution to uncover the potential of your internal talents. With a mix of assessment tools, the candidate goes through a series of exercises with the assessor(s) and demonstrates skills and behaviours that are evaluated against the required performance standards.

Our tools include psychometric tests, behavioural exercises (role plays, team work,...), aptitude exercises (case study, in baskets, stress management,...), knowledge-based tests (language, technical,...) and are run by experienced Optimis assessors together with your line managers if required. We can run small to extensive ADCs (1/2 day to 2 days) for top or middle managers. Our assessors are certified assessors and are chosen depending on the executive (candidate) level and role.



ADCs are becoming more and more successful in the acquisition or selection of key people for critical roles, especially in the current war for talent context...

90% of managers who have been through an ADC are likely to use ADCs in the future for internal selection (promotion) of their own team members.



The right assessment instruments to select Talent

Our ADC methodology is flexible and can adapt to many situations and purposes. We assess external or internal candidates, depending if the purpose is to recruit new Talent or to assign or promote people internally. We adapt our methodology, our tools, our assessors and our results restitution process based on your situation.

Our Assessment & Development Centers are different and create significant value for the following reasons:

- ✓ Use of a toolbox of more than 30 tools
- ✓ Customised approach: each ADC responds to its purpose
- ✓ Individual or Team ADC: team ADC are great to check the interaction between team members
- ✓ Involvement (or not) of the clients' manager in the ADC: the line manager can be trained as co-assessor
- ✓ Licensing of ADC methods for future internal use
- ✓ ADC outcome (report + interpretation) integrates the development plan of the candidate with a coaching session

OPTIMIS is a firm specialised in Human Capital management. We offer consulting, learning and sourcing services. We always strive to exceed our clients' expectations by providing flexible, custom and innovative solutions through our engagement and professionalism. We are ready to quickly answer to your management challenges!

Our mission: building your future!



For inquiries :

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