

Executive Assessment with Onboarding

leaderVerse

WittKieffer is committed to ensuring our clients benefit from our expertise through the use of powerful assessment tools and onboarding support. The cost of an ill-informed hire is significant, and there is too much at risk in any selection and transition process not to rely upon the most advanced methods for gauging finalists and positioning a new leader for long-term success.

As part of our evidence-based approach to recruitment and as a value-added option for our clients, WittKieffer offers leading selection assessment and post-hire assimilation services. Our Executive Assessment with Onboarding program includes two key components:

1. **Executive Assessment for all finalist candidates:** a slate of four best-in-class assessment instruments, integrated with:
2. **Executive Onboarding for the candidate of choice:** an expert onboarding process that builds a foundation for leadership success.

Blending the leadership insight of WittKieffer with the analytical expertise of market-leader CMA, this offering takes the leadership selection and onboarding process to the next level. CMA, the preeminent executive assessment, onboarding and coaching firm, conducts more than 10,000 leadership assessments annually through its team of 20 PhD, licensed psychologists. Working with CMA, WittKieffer will integrate critical findings from the discovery phase of each search to customize the assessment process, and further, extend our support to play an active, supporting role during the onboarding of the new hire.

WittKieffer/CMA Support for Finalist Candidates

Our approach includes the following activities and deliverables:

- Pre-assessment interview between each candidate and a PhD, licensed psychologist
- A comprehensive set of assessments for finalists (described below)
- A debrief session between CMA and the hiring authority to interpret findings prior to finalist interviews
- Custom questions and interview strategies for client based on assessment findings, as desired

WittKieffer/CMA Onboarding Support for Candidate of Choice

Services provided to the candidate of choice include:

- **A 90-minute debrief and feedback session with the placement prior to or at the commencement of their employment.** This session will support the leader early in their transition, helping them define pace and overall approach to the role.

- **A planning session with CMA, the placement and hiring authority in the first month to ensure a smooth transition.** This session helps solidify the partnership between our placement and their supervisor and to articulate goals to position the leader for success.
- **A meeting with WittKieffer, CMA and the placement at 100 days post-hire.** This is a milestone time for the new leader to check progress and calibrate new approaches and strategies.



Unparalleled Assessment Expertise

While not a substitute for discernment by experienced search consultants, assessments facilitate quality-driven talent selection and onboarding. They dive deep into a candidate's behavioral tendencies, cognitive/critical thinking skills and motivational tendencies. For the LeaderVerse Executive Assessment with Onboarding program, all finalist candidates receive:

- Watson Glaser Critical Thinking Questionnaire
- California Psychological Inventory*
- Motivation Questionnaire
- Leadership Effectiveness Analysis

**Clients may select an equivalent Hogan inventory as a substitute for the CPI.*

These tools are selected from the very best that psychology has to offer, with results evaluated and integrated into a cohesive and holistic recommendation for finalist candidates.

Essential Insight

Our Executive Assessment with Onboarding program provides an organization true insight into finalist candidates and their suitability for a role. It is a strong foundation upon which a candidate of choice can build success immediately upon hire and leverage that success throughout their tenure.

Learn more about how our Executive Assessment with Onboarding program can support your next leader hire.

Learn More About LeaderVerse Services Today
Call us at 630-990-1370 or visit WittKieffer.com

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