

Talent Measurement Training

Learn with the People Experts

“ Now we can make sure
that the right people
with the right skills and
behaviours are in the right
place at the right time. ”

Coca-Cola

Sharing Our Expertise

At CEB we know about people at work. Over 30 years' experience in talent measurement helps us understand their most business-relevant abilities, behaviour and potential and what drives them to succeed.

With CEB's SHL Talent Measurement Training you get the same insight. We give you the skills you need to apply our world-leading assessments yourself - so you can identify the best candidate for the job, or the employee with the most potential. We can even help you prove and quantify the value of assessments to your organisation.

Learn how to identify the best candidate, or the employee with the most potential.

Talent Measurement Training



Equips you to **measure candidates' potential fairly and accurately** through our ability and personality assessment courses



Helps you **embed objective assessment within your organisation** through HR skills courses that teach you job definition, or how to manage assessment centres and performance feedback effectively



Enables you to **maximise the business benefits** through expert masterclasses and workshops that keep you up-to-date on best practice and help you integrate assessment within your organisation

The Global Leader in Assessment Training

No service provider knows more than us about helping organisations find and develop the right talent for success. Our courses are delivered by experienced HR practitioners and attended by over 8,000 delegates a year across 26 countries.

The use of our assessments drove increased sales of \$162 million for a technology retailer

We set the standard in professional certification

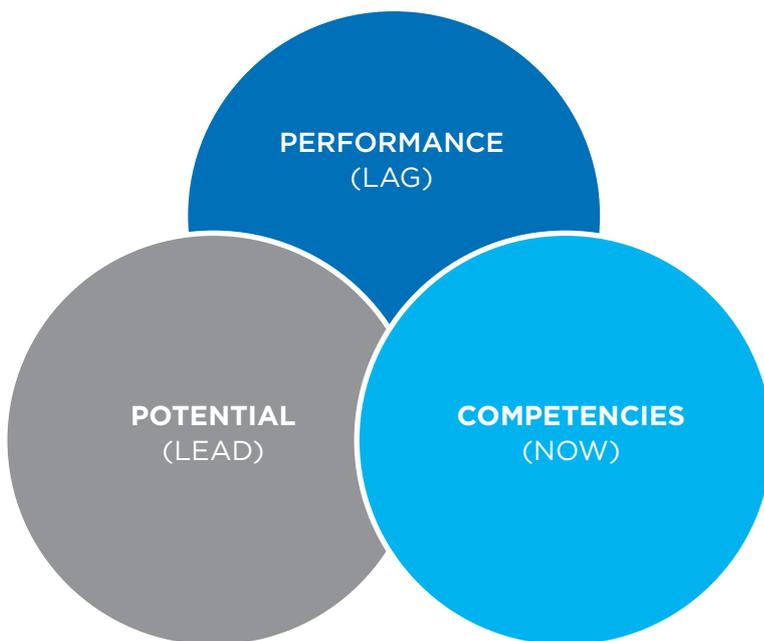
What you take away from a training course will not only help you deliver real business benefits for your organisation, but move you another rung up the HR professional career ladder. Many of our courses enable certification to internationally recognised standards in Occupational Testing, such as British Psychological Society (BPS) level A or level B Registered Test User in the UK.

The methods we teach lead to real business results

Used effectively, the assessment tools taught on our courses lead to client benefits such as increased revenues, lower costs, greater efficiencies and more effective leadership. The proven success of our approach is demonstrated by the tangible business results recorded by clients in our annual Business Outcomes Study Reports, available on our website.

Tune Your Talent

We show you how you can tune your talent for business results by measuring your people's:



“We have seen a consistent improvement in the quality of candidates hired.”

Oxfam

Performance results – Understanding great performance and who achieves it.

Competencies – Identifying the behaviours, knowledge and skills that produce high performance .

Potential – Predicting performance by measuring people’s capability and motivation.

This gives you an understanding of the link between competencies/ potential and performance so you can:

- Improve hiring decisions, reducing recruitment costs and attrition
- Make better people development and succession decisions, improving engagement and productivity
- Achieve more successful reorganisations and restructuring
- Achieve greater alignment of people with strategy, maximising competitive advantage

The Power of Assessment

Our market leading assessment tools support smart people decisions throughout the employment lifecycle, precisely measuring skills, behaviour and performance, and predicting potential, for all major job categories and levels in every sector.

“The course was excellent and I cannot speak highly enough of the trainer.”
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Our tools give you insight into:

- Work style and behaviour – helping you optimise performance and role suitability
- Cognitive ability – helping you match skills and capability to the right role
- Leadership and management style – helping you identify the people who will bring organisational success
- Match to your organisation’s culture and values – helping you build an engaged workforce
- The most effective motivators for each employee – helping you improve results and employee retention
- Specific work-related skills – identifying which candidates will be productive from day one
- Performance and development needs – helping you bridge skills gaps to deliver your organisation’s strategy

Our scientifically proven assessment products and services include:

- Job Specific Solutions
- Personality and Behavioural Assessments
- Cognitive Ability and Aptitude Assessments
- Skills Tests
- Simulations
- Group exercises, role plays and presentation exercises
- 360 Multi-Rater Feedback
- Assessment Centres
- Interview Tools

Recruit and Promote the Right People Every Time

Ability and Personality Assessment Courses

We help you:

- Become virtually self-sufficient in delivery of our assessments
- Objectively measure employee or candidate ability
- Assess personality and the potential impact on performance
- Ensure a fair and lawful selection process
- Relate assessment to competencies

Courses include:

Test Administration

- Learn the core skills to administer and score ability tests.

Occupational Testing - Ability

- Learn how to evaluate, select and administer ability tests, as well as score and communicate the results.

Occupational Testing - Personality

- Learn how to administer, interpret and communicate the results of personality assessments and relate them to competencies.

Occupational Testing - Personality and Ability

- An intensive course covering the use of ability tests and personality assessments, from evaluation and selection to scoring and feedback.

Conversion Courses

- If you already have experience or have previously trained with other organisations, our range of conversion courses enable you to benefit from SHL's leading portfolio of assessments.

“The whole course from start to finish was completed to a very high standard.”
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Embed Objective Assessment Within your Organisation

HR Skills Courses

We help you:

- Identify key competencies for organisational success and relate them to job requirements
- Understand and quantify the benefits of Assessment Centres and learn how to run them effectively
- Conduct fair and objective interviewing
- Measure current performance using methods such as 360° or 180° reviews
- Address development needs with plans that are effective, easy to implement and quantifiable

Courses include:

Assessor Training

- Learn how to assess a range of simulation and other exercises - including role play, group and in-tray.

Assessment and Development Centre Design

- Learn to become self-sufficient in the design and implementation of Assessment and Development Centres.

Competency-based Interviewing

- Learn how to apply Competency-Based Interviewing (CBI) effectively in your organisation, or refine your existing skills for a high profile appointment.

Competency Design and Job Analysis

- Learn how to define competencies in line with your organisation's objectives and use systematic job analysis techniques.

360° Feedback

- Learn how to implement, facilitate and coach a 360° review process, or review your current processes against best practice.

“I found the course very productive. A must for anyone that joins a recruitment function.”

Maximise the Benefits Through Best Practice

Expert Masterclasses and Workshops

Masterclasses

These offer a strategic view of talent measurement and practical guidance on how to integrate it effectively within your organisation. Using real-life examples, we show how best practice assessment can help realise tangible benefits, such as cost reduction, lower employee turnover and improved performance.

For example, the Masterclasses can help you:

- Design and implement a world-class volume recruitment process
- Be more effective HR business partners
- Understand global trends in assessment and how to leverage them for business advantage

Workshops

These build on core assessment training to give you relevant assessment tools practice and help integrate assessment into your organisation's talent management processes.

For example, our Workshops can help you:

- Use personality assessment to build effective teams and development plans
- Onboard new staff more effectively
- Develop leadership teams

“Excellent course which was extremely beneficial. Will definitely recommend.”
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Customer-centred Training and Support

We offer e-learning as well as classroom training, and courses can be delivered in-house to help tailor them more closely to your needs.

Following the course, all delegates have access to our SHL Training Academy portal for additional resources, including best-practice guidelines, to help them apply their learning effectively within their organisations.

Specific course content will vary in accordance with local country regulations.

Learn more or book a course

For full details of content, dates and locations or to make a booking please visit us at ceb.shl.com/training or email training@shl.com

Learn how to reduce costs, lower employee turnover and improve organisational performance.

“ We’re able to link
candidate performance
more clearly to job
responsibilities,
ultimately leading to
better hiring decisions. ”

Hertz

Learn more or book a course

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About CEB

CEB is the leading member-based advisory company. By combining the best practices of thousands of member companies with our advanced research methodologies and human capital analytics, we equip senior leaders and their teams with insight and actionable solutions to transform operations. This distinctive approach, pioneered by CEB, enables executives to harness peer perspectives and tap into breakthrough innovation without costly consulting or reinvention. The CEB member network includes more than 16,000 executives and the majority of top companies globally.

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