

WORK SHADOWING

A leadership capability assessment technique in which a certified observer follows the participant for a full day in a wide range of real situations. The process provides in-depth insights on behaviors in real situations.



Assessment

Against High Performance Behaviors
Designed to observe participants in their work environment
Observed by certified consultants over a variety of tasks and activities

Within 2 weeks
of Assessment



Feedback

Written report to participants
Recommendations on potential
One to one feedback to participants

6 months
post assessment



Development

Following the feedback, a development plan will be constructed by the participant to focus on their development.

Facilitated workshops based on real business issue development to develop the skill gaps that have been identified