

Future Prospects

*Qualities
organisations
recruit for.....*

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A large, irregular pink brushstroke graphic with a textured, hand-painted appearance, serving as a background for the title.

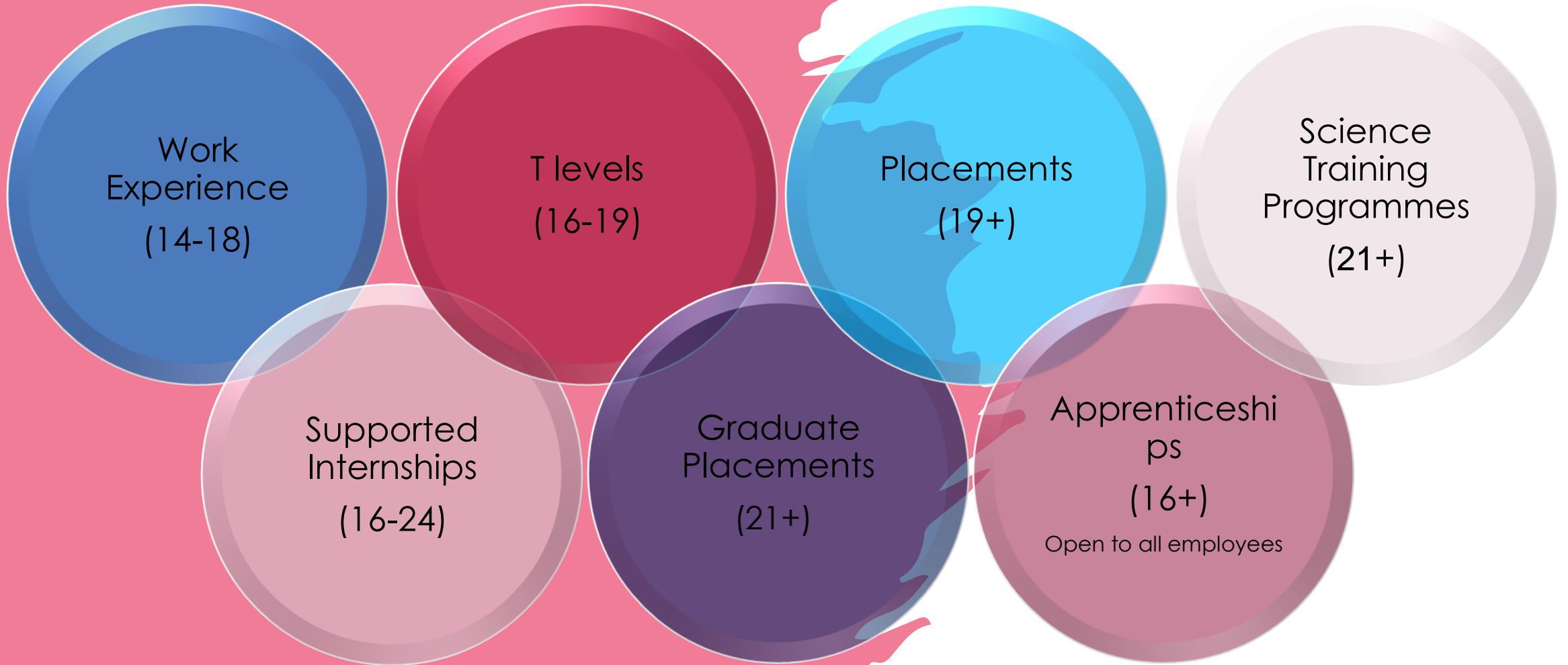
Agenda

0. My context
1. What matters
2. Capabilities employers look for
3. How we test for capabilities
4. What helps.....

Some roles my team recruits to...



Training / Recruitment Pathways

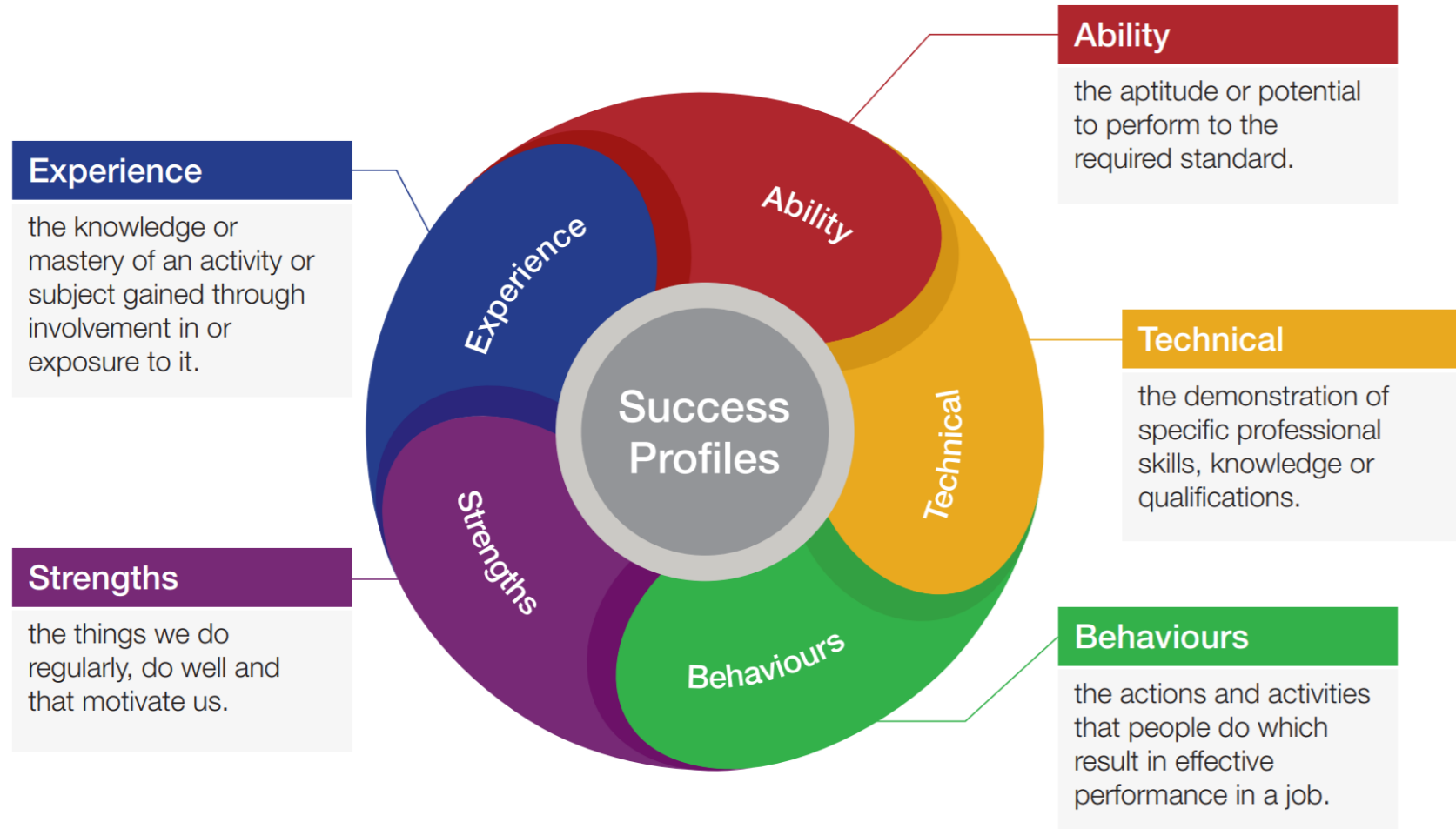


*Employers seek to
balance
Aptitude
and
Attitude*

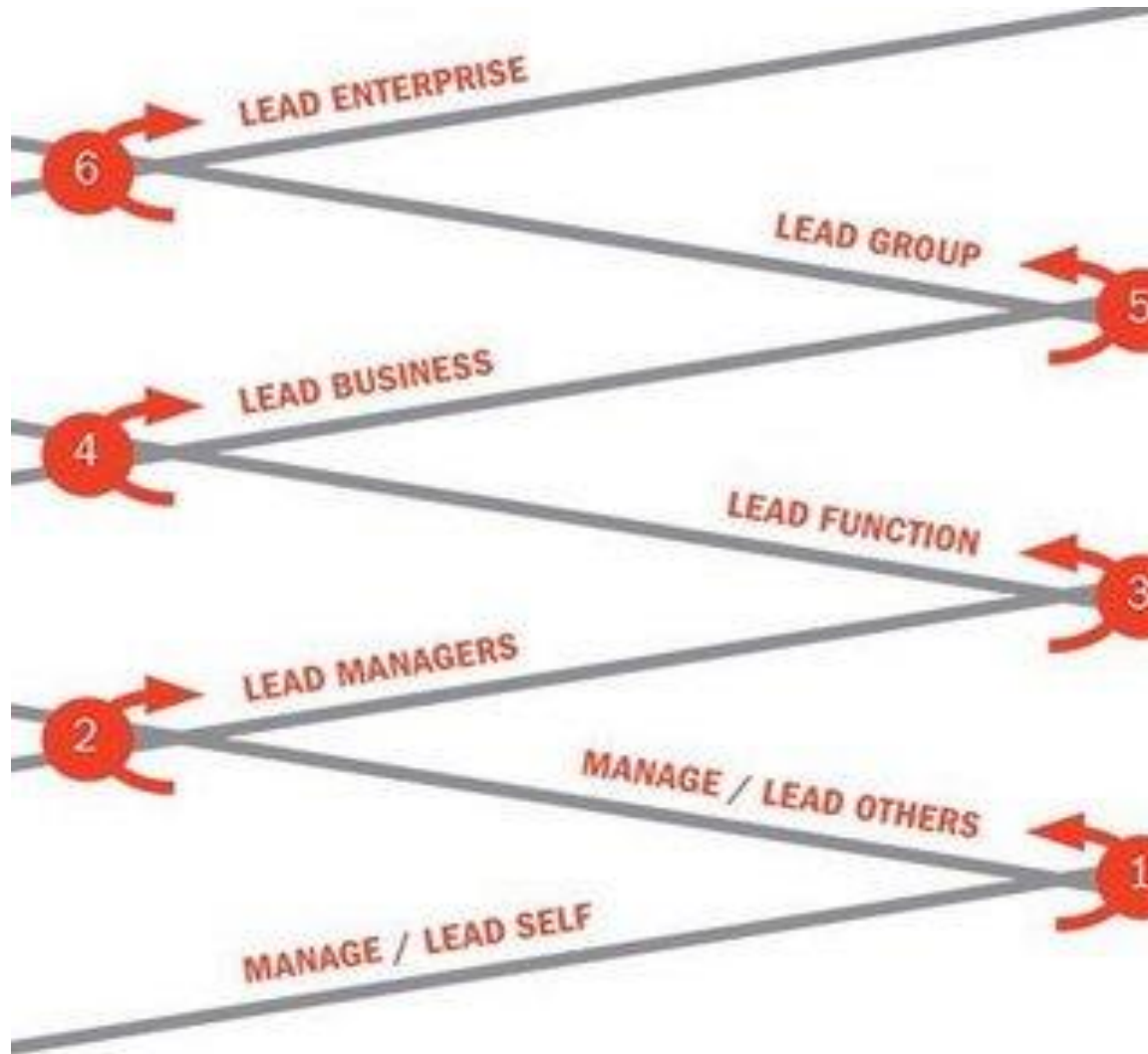


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What are the elements of the Success Profile?



ORGANISATIONS RECRUIT FOR POTENTIAL



The key transferable skills you need to succeed:

- Relationship building
- Agility and adaptability
- Innovation and creativity
- Employee motivation
- Decision making
- Conflict management
- Negotiation
- Critical thinking

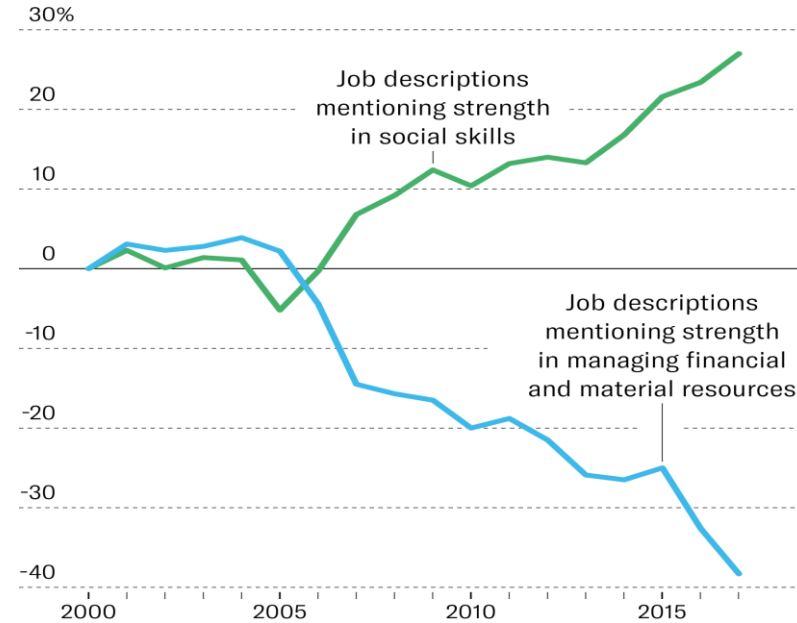


What matters.....:

Help Wanted: CEOs Who Are Good with People

Since 2007, companies advertising C-suite openings have increasingly emphasized the importance of social skills and deemphasized operational expertise.

Change relative to 2000



Note: Job descriptions were for nearly 5,000 C-suite positions advertised by the executive-search firm Russell Reynolds Associates. The data points were estimated in a regression model that controls for industry differences and other variables. The coefficients after 2007 are significantly different from zero across both skill clusters.

How do we test what we need?

Aptitude – gets you to the interview

- Qualifications – subjects that matter.....
- Verbal and numerical reasoning
- Specific skills tests

Attitude – often gets you the role

- Contribution outside academic study/work
- Psychometrics
- Team exercises
- Engagement sessions/discussions with key members of the team
- Interview

What helps?





Questions??