



Realizing Possibilities Through Impactful Talent Solutions

Leadership Assessment Select and Onboard for Executive Success

CMP provides the most efficient and insightful candidate assessment. Through the use of contemporary tools, a refined process, and highly experienced practitioners, client organizations gain deep insight into the candidate predispositions and capabilities that are critical for success in a role. The CMP assessment process typically involves the following five steps:



Step 1 – Initiate Assessment Process

Candidate(s) are informed by the client organization of the assessment process. This is an introductory email in which the candidate is notified that a dedicated CMP Consultant will interact with them directly to complete the assessment process. The dedicated consultant will manage all assessment communications and logistics once the candidate has been notified.

Step 2 – Role Review

The dedicated consultant reviews the job description, and has a targeted conversation with the hiring manager or relevant subject matter expert (e.g. search partner or Human Resources). This provides clarity on the requirements of the role. These role requirements are comprised of the leadership traits needed for success given the needs of the team, and the company culture and strategy.

Step 3 – Instrument Administration

The dedicated consultant administers a slate of assessment inventories. Typically the assessment battery is comprised of one assessment of business intelligence and one assessment of relevant personality attributes. These assessments generally take less than two hours total for the candidate to complete online.

Step 4 – Targeted Interview

The dedicated consultant conducts a one-hour targeted interview. This is a tailored interview that focuses on areas surfaced in the assessment data that are critical for role success. Based upon timing and availability, interviews can be conducted in person, via technology (Skype), or on the phone.

Step 5 – Summary Reporting

After completing the targeted interview the dedicated consultant is immediately available for a verbal debrief of the assessment data. A formal assessment summary report will be completed and sent within four days of the completion of the targeted interview. Each summary report includes a “fit rating” and supporting narrative against the role requirements.

This process results in an efficient and accurate assessment that informs timely selection decisions. Once a candidate is hired the dedicated consultant is also available to debrief the assessment with the candidate and their manager(s). This helps ensure the data and insights are fully leveraged in new hire onboarding and development.

CMP is a talent and transition firm in the business of developing people and organizations across the full talent life cycle – from talent acquisition and leadership development, to organization development and career transition support. To learn more, give us a call today at 800.680.7768 or [request more info](#).

