

ASSESSMENTS OVERVIEW

CATALYST
CONSULTING


Catalyst

powered by



Yellow Seed
Consult | Coach | Change



ennea
international

ASSESSING POTENTIAL AND CAPABILITY IN INDIVIDUALS AND TEAMS

2019

- Top performers produce as much as **10 times more** than the average worker and generate the most innovative ideas. Placing the right people in the right positions therefore brings productivity, harmony, growth and profitability to any organisation.
- The use of comprehensive psychometric assessments has become essential to employers who want to put the 'right' people in the 'right' positions, develop their leaders and ensure that promoted employees succeed in their new roles. This is but one of the reasons why **80 % of US Fortune 500 and 75 % of UK Times 100 companies utilise psychometric assessments** as the most reliable method to guide their selection process.

Application of assessments

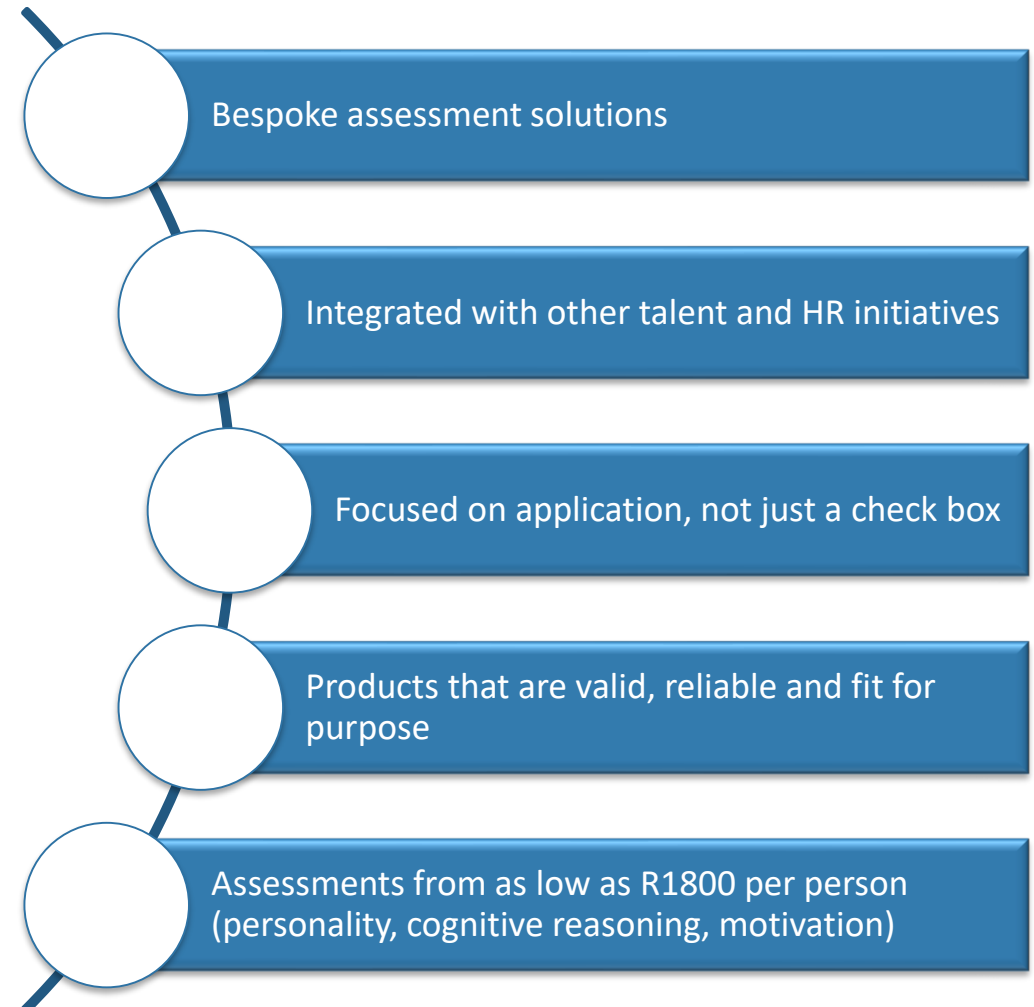
As behavioral scientists, we are focused on understanding people and making accurate predictions about their potential, capabilities and their likely performance in specific contexts. Catalyst offers a wide range of assessments services for various different purposes:



CRITICAL SUCCESS FACTORS



FEATURES

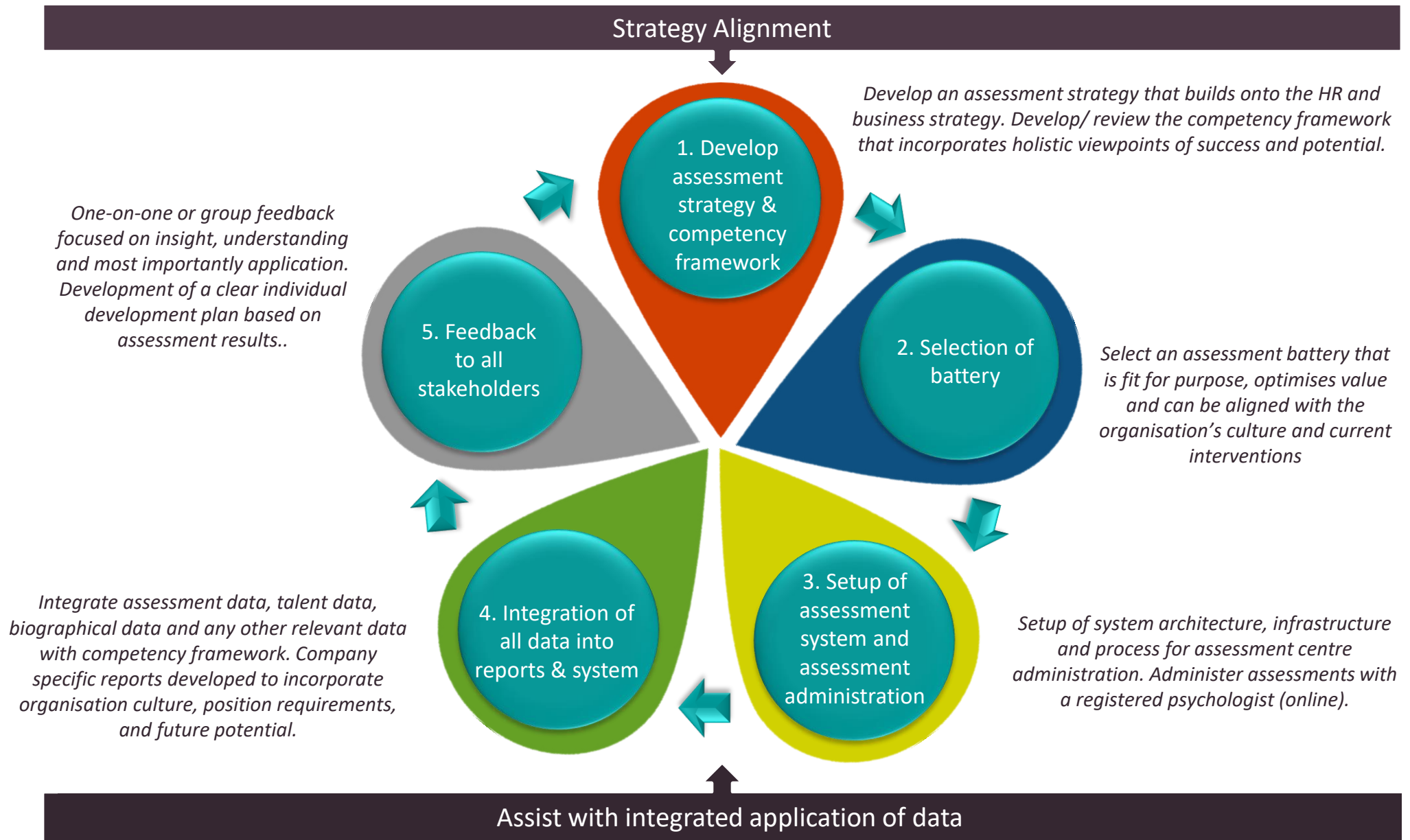


- **Holistic assessments** – more and more organisations are using a wide assessment battery to measure a broad spectrum of the employee's unique profile. This involves the assessment of personality, emotional intelligence, cognitive abilities, aptitude, interests, values, motivation and so on. Furthermore, organisations are starting to incorporate psychometrics with various other diagnostic tools such as engagement questionnaires, 360's, strengths-based tests, coaching questionnaires and so forth to help identify and develop the organisation's top talent.
- **Mobile assessments** – The use of online assessments has become quite dominant in the world of work. With the increased use of mobile devices, psychometric assessments are undergoing a mobile transformation to enable mobile administration, reporting and analytics.
- **Predictive analytics** – Employers are starting to link selection data with performance and other talent data to build predictive models that enable the business to address future business needs and challenges. Understanding exactly what successful candidates within a particular organisation, team and job look like, enables the organisation to measure a candidate's fit against such a model and predict his/ her success within an organisation, team and job.
- **Bespoke assessment batteries** – more and more organisations are demanding tests that are tailored to their industry, the job in question and even their organisation to assess the very aspects that are unique to the organisation and their success.
- **Gamified assessments** – more and more organisations are using game-based assessments and simulation to attract and recruit talent. Game-based assessments are particularly attractive for potential millennial employees and companies who require rapid innovation.

- Using assessments that measure personality, cognitive reasoning, values driving behavior , emotional intelligence, leadership behaviors, interests and preferences
- against a job, team and company specific **predictive model**
- This is a streamlined process that is **focused on FIT**:
 - fit against the **unique company and dealership culture**
 - fit against the **role**
 - fit against **managers and team profiles** (map candidates' profiles against manager's and team's profiles to ensure a good match)



The Catalyst Assessment process



Our psychologists are accredited and trained to use over 100 assessments from various test suppliers across South Africa and the rest of the world. These include (but are not limited to):

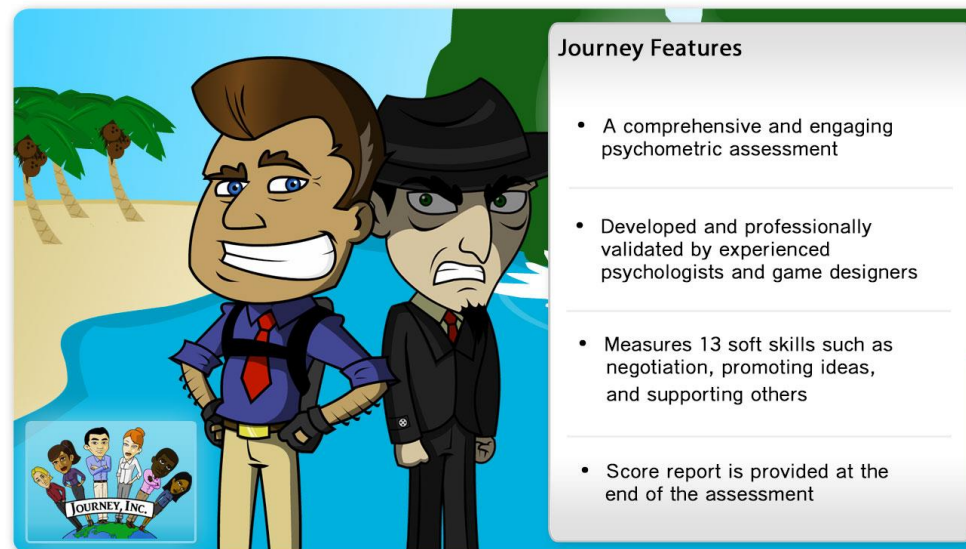
- gamified assessments
- personality assessments
- aptitude assessments
- skills and ability tests
- motivation and values assessments
- emotional intelligence assessments
- team roles assessments
- leadership/ executive assessments
- emotional maturity assessments
- career guidance assessments
- problem solving styles assessments
- assessment centres

Using digital assessment “games” (online simulations mapped against defined criteria)

HR Avatar



Journey



Journey Features

- A comprehensive and engaging psychometric assessment
- Developed and professionally validated by experienced psychologists and game designers
- Measures 13 soft skills such as negotiation, promoting ideas, and supporting others
- Score report is provided at the end of the assessment

Predictive models to compare candidates results and potential

SECTION #2

COMPATIBILITY ANALYSIS

90% 

2

CANDIDATES
Recent assessments -

5483

Job Profile > Create/Edit profile

Create/Edit profile

Job Profile name

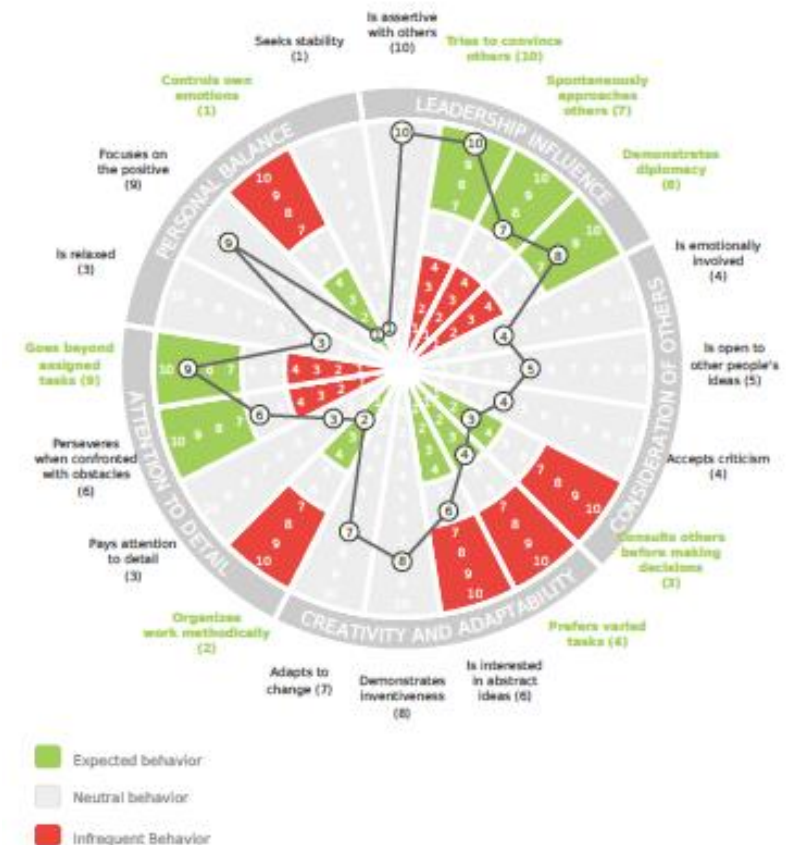
Enter the name of your Job Profile.

Sales Representative Company ABC

Job Profile settings

To link characteristics to the current Job Profile, click on the label of your choice. For best results, we recommend selecting approximately 8 traits.

Does not want to lead others	Neutral	Is assertive with others
Does not try to influence	Neutral	Tries to convince others
Prefers to be approached	Neutral	Spontaneously approaches others
Addresses others directly	Neutral	Demonstrates diplomacy
Keeps an emotional distance	Neutral	Is involved emotionally
Focuses on his/her point of view	Neutral	Is open to other people's ideas
Can react to criticism	Neutral	Accepts criticism
Likes to make decisions alone	Neutral	Consults before making decisions
Manages to focus his/her attention	Neutral	Is attracted by varied tasks



Ennea: The Five Lens Platform



What is it?

- Designed to maximize human performance and goes further than any other methodology in terms of taking into account the complexity of human behaviour.
- Each lens provides self-insight based on a unique model of human development. Provides possible development opportunities. Individual results pulled through as a golden thread into a range of customizable developmental modules and processes.

Assessment & Coaching Tool - PFR

- Integrated view of self through 5 lenses
- Benchmarked against norms
- Powerful self-awareness and coaching tool

Team Development workshops

- Team Development Day to launch team on development journey
- Team Performance Process to resolve team challenges and build sustainable performance

Skills Modules

Skills required to operate as a high individual, leader or team

Resilience Trust Feedback
Thinking partners/ coaching
Collaboration Conflict

Ennea 5 lens team tools and profiles develop teams and team skills

We have an facilitated numerous high performance teams journeys with Executive, leadership, functional and project teams to enhance their team dynamics, engagement, skills, performance and results.

What the lenses measure: Individual

Personal mastery



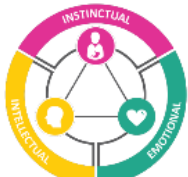
Resilience components



Social drives



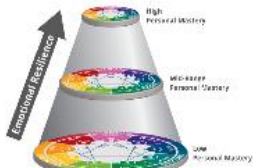
Energy Centres



Enneagram Styles

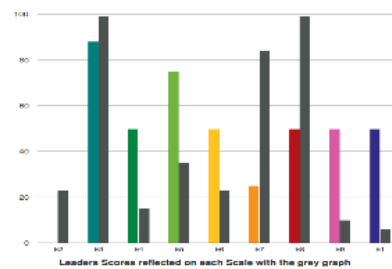


Developing personal mastery & resilience



What the lenses measure: Teams

Team Ennea vs Leaders Ennea



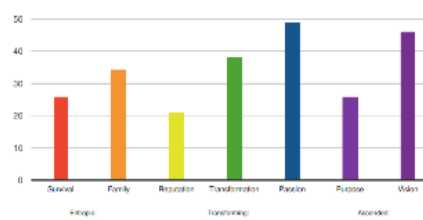
Team score vs individual score per lens - example



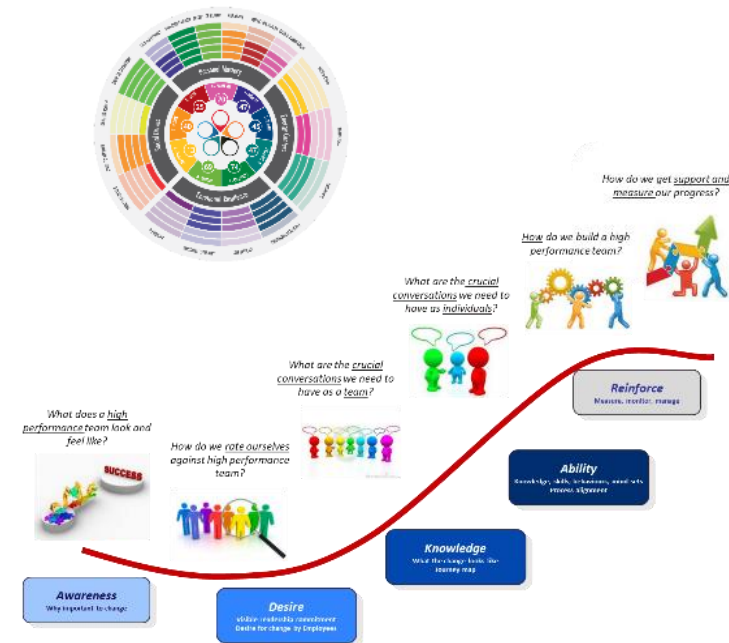
Team Ennea scores – leader's view

Responses from	1	2	3	4	5	6	7	8	9
Monique	77	88	100	54	91	100	4	10	88
Chris Elwood	47	53	40	4	69	40	56	43	85
Elizabeth Taylor	9	85	7	84	100	90	11	11	74
James Dean	92	23	10	93	82	14	6	12	89
Jim Lacey	23	4	19	91	90	97	5	99	8
Roger Mason	24	88	26	18	88	97	5	88	100
Gina Rodriguez	6	73	11	20	82	22	95	75	44
Taylor Swift	83	23	19	100	88	86	0	1	25
William Shatner *	6	73	11	20	82	22	95	75	44
Team Performance	50	0	88	90	74	90	75	90	40

Team values using Barret levels



High performance teams journey



Our leadership and learning track record



HEINEKEN (2016 – 2018) www.heineken.com

Strategic Transformation Journey toward a High Performance Culture working directly with the CEO, Exco and HR team. Strategic alignment, leadership onboarding and coaching, culture transformation, high performance teams and change management.



RAND MERCHANT BANK (2015 – 2018) www.rmb.co.za

Accelerated Learning Program for potential successors. Change enablement, capacity building and team alignment for the RMB Technology Leadership Team and Corporate Banking. Culture transformation design, capacity building and project management in Business Enablement Division.



IMPERIAL GROUP (2015 – 2018) www.imperial.co.za

Co-design and implementation of talent management and development strategies for 2500 leaders. Building capacity in managing talent - SimTalent. Readiness for change. HR leadership team strategic alignment facilitation. Leadership Development on building a customer centric approach to Key Account Management.



ABSA BARCLAYS (2016 – current) www.absa.co.za

Inaugural Learning and Leadership Conference – design and facilitation for 170 people. Self-leadership program for Risk Team.



BASF (2016 – 2017) www.basf.co.za

Strategic leadership alignment – facilitation of strategic review and team alignment session with top 30 leaders including international group executives (with Mark Berger Training).



JAGUAR/LANDROVER (2017 – current) www.jaguarlandrover.com

Strategic leadership alignment, high performance teams and leadership development of exec team and next level leaders including assessments, coaching, digital micro-learning, master classes.



Volkswagen

VWSA (2011-2015) www.vw.co.za

Leadership Development - Driving Strategic Change, 3Es of Leadership (engage, enable, empower) for Senior Leaders. High Performance Teams. Capacity Building on Personal Effectiveness, I am Talent, Decision Making, Change Management and Resilience. Accelerated Learning program for all L&D staff.



DE BEERS GROUP (1999-2004) www.debeersgroup.com

Strategic Transformation Journey over 5 years. Global Transformational Leadership Development Program (2500 leaders across 16 countries). Building capability in HR transformation, talent management, high performance teams, change (Some in association with MAC Consulting).

BANKSERVAFRICA (2015 – current) www.bankservafrica.com

Co-design of the organisational DNA and leadership behaviours followed by Self and leadership development journeys for 400 staff to embed the DNA. Assessments, Ennea, High performance Teams, I am Talent, managing performance, change resilience, change management



MASSMART GROUP (2016 - current) www.massmart.co.za

Co-design and implementation of both talent management and talent development strategies for 4500 leaders. Complete reinvention of the Massmart Corporate University Leadership School. Building capacity in managing talent. Readiness for change through Licence to Learn and Lead Learning.



GIBS (2015 – current) www.gibs.co.za

Accelerated Learning for 50 program leaders. EQ in Action for a Women Leadership Program. Leading in a VUCA world (with The Coaching House).



FOSCHINI GROUP (2016 – 2017) www.foschini.co.za

Self-Leadership – I am Talent for personal and career empowerment as part of the retail academy program for 100 store managers.



BRANDHOUSE (2013 – 2015) www.brandhouse.co.za

Self-Leadership – I am Talent x 100. Engagement conferences – 5 themed conferences across the business for over 800 people to build engagement mind-sets with self, team, change and Brandhouse.



LIBERTY GROUP (2016 – current) www.liberty.co.za

Capacity building for performance management. Self-Leadership – I am Talent for personal and career empowerment as part of an employee engagement strategy x 500 staff.



NEDBANK (2017 – 2018) www.nedbank.co.za

Group Learning Strategy sessions x2 and coaching of project teams.



MMI HOLDINGS (2018) www.mmiholdings.co.za

Group Learning Strategy session and coaching of project teams



USB-ED (2015 – 2016) www.usb-ed.com

Facilitation of Accelerated Learning for program leaders. Development of a new approach to program design and delivery using Accelerated Learning framework and toolkit and socialising with staff and faculty.



ACCENTURE (2009-2010) www.accenture.co.za

Leadership Assessments, Development and Coaching for managers and senior managers. High Performance Teams Workshop for Exco and other teams



Our leadership and learning track record



ARYSTA LIFE SCIENCES GROUP (2013-14) www.arystalifescience.com

Transformational Leadership assessments, development workshops, coaching for top 40 leaders in SA. Self-Leadership – I am Talent career empowerment. Facilitation of strategic review and team alignment session with top 40 leaders across Europe, Africa and Middle East.



ETHOS (2013 - 2015) www.ethos.co.za

Design and implementation of Talent Management and Successions Strategies including the Leadership Pipeline. Succession Management for Partners and new CEO. High performance teams for Partnership Team. Leadership Brand and Competency Development. Culture Transformation and Staff Engagement sessions. Executive coaching.



CQS (2014) www.cqs.co.za

Culture transformation design and capacity building. Leadership Brand development and leadership engagement. Staff Engagement sessions. Change resilience and mindset shift for merger with AdaptIT



AVENG GROUP: Duraset (2012-2013) www.avengman.com

Strategic Transformation Journey High Performance Culture High performance teams for Duraset leadership and capacity building on project and team tools. Innovation Strategy and Capacity Building Session. Talent Management Strategy, Toolkit and Capacity Building.



BHP BILLITON (2013 – 2014) www.bhpbilliton.com

Personal and leadership effectiveness journey with Supply Chain Leadership Team. Personal Transformation Process - I am Alive High Performance Teams and Leadership coaching.



ARMSCOR (2016 – 2017) www.armscor.co.za

Change enablement, capacity building and executive team alignment for top 50 leaders in Armscor in support of the turnaround strategy (in partnership with FeverTree Consulting).



ENGEN (2009 – 2013) www.engen.co.za

Talent Management Strategy, Process, Toolkits and Capacity Building including the Leadership Pipeline.

Retention Strategy implementation in partnership with the Senior HR Leadership Team and line talent champions.

Leadership Competency Profiling, HR Capacity Building Programs.

High performance teams, Change Management toolkit and capacity building (TM in association with Accenture).

TONGAAT HULETT STARCH (2011 - 2015) www.tongaathulettstarch.co.za

Strategy and culture journey to excellence. Leadership Development and Alignment of exec and senior managers. Capability building in strategy, HR Transformation, Performance, Talent and Competency Management, Change and Critical thinking and decision making.

BUCKMAN (2007-2015) www.buckman.com

(Africa, SE Asia, China, USA, Mexico, Canada, S America, Europe) Strategic Transformation Journey from “Good to Great” Capability building in strategy, culture, talent, building high performance teams, strategic project management, innovation, coaching, change management and self-leadership – I am Talent. High Performance Teams for various global Leadership Teams Transformational Leadership, Leadership Renewal, Coaching for Managers Program, 3Es of leadership (engagement, enablement, empowerment),

TRANSNET AND TRANSNET CAPITAL PROJECTS (2005-2012) www.transnet.net

Executive and senior leadership (100) alignment and development. Customised amazing race and board games. Talent Management strategy, tools and capacity building. Leadership Pipeline. Leadership competency standards and accelerated learning. Capability building in HR transformation, change management High Performance Teams. (some with Resolve Group)

ASPEN PHARMACARE (2012-2014) www.aspenpharmacare.com

Leadership Development – Crucial Conversations and Emotional Intelligence. High Performance Teams. Executive Coaching. HR capacity building.

DEVELOPMENT BANK SA (2000-2005) www.dbsa.org

High Performance Teams journey for DBSA Exco & HR team Change management and capacity building for Operations team Strategic Planning, engagement sessions and high performance teams for Northern Cluster. Leadership development workshop for women in business

NATIONAL TREASURY (2012) www.treasury.gov.za

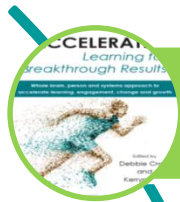
Coaching for manager's program. HR Capacity Building Program.

SERVEST, EHL, MR PRICE, SA HOME LOANS

Self-leadership for Executive, managers and staff – I am Talent



Why partner with Catalyst



Accelerated Learning and Leading Edge Learning Design



Highly engaging, interactive, mind-set shift learning approaches



Deep expertise in Integrated Talent Management and Leadership Development – identify, assess, engage, develop, retain



Extensive experience in partnering with clients to co-create and walk a journey with them for capacity building and real business value



Integration with digital learning and gamification tools to support and expand the learning process






Distinguished track record in many leading organisations locally and globally

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