

Leveraging Talent in Turbulent Times

Now more than ever it is important for organizations to understand their most valuable asset – people. Organizations that know how to best energize their people are consistently outperforming competitors. Where does your best talent lie? Are your best people leveraging their skills? How can you keep them?

Besides understanding your leaders on an individual level, it is also critical to have a big picture view of talent. What are your organization's overall leadership strengths and gaps? **What would you do differently if you had this information?**

Global Benchmarking of Talent

Businesses who assess the quality and caliber of their management against world class standards are better poised to face the strategic challenges brought on by today's competitive environment. YSC has extensive experience providing an independent and rigorous benchmarking service for clients. We have a tried and tested process for identifying capabilities and providing organizations critical insights into their people. We can do this on an individual, team or group level.

Other ways we have supported organizations through change include: Workshops on Leading in Uncertain Times, Discovering Your Organization's DNA, Unleashing Creativity and Building for the Future.

"When nothing is sure,
everything is possible."

- Margaret Drabble

Why use YSC?

We are truly GLOBAL

Would you like to know how your people compare to our global database of over 20,000 international leaders? As a business psychology consulting firm with offices in New York, Houston, London, Edinburgh, Germany, Australia, Hong Kong, and South Africa, YSC has extensive experience assessing leaders from blue chip companies globally.

We utilize a rigorous CALIBRATION process

YSC consultants conduct a thorough and objective assessment of managers so that the best people can be put in the right jobs. Our rigorous calibration process ensures that you receive a consistent measure of talent across the organization. Plus, individuals who are assessed have an enriching, development-focused experience.

We can provide an individual and organization level DASHBOARD

The output of our assessment work is straightforward and direct. We go beyond psychometrics to provide a comprehensive roll up of quantitative and qualitative data. Integrated dashboards are created for individual leaders, teams, functional areas, or business units.

We CUSTOMIZE

Nothing off the shelf here! We work closely with our clients to understand the underlying issues and determine the best solution. Not every business is the same, so we are flexible and creative in how we design our work to find a solution that suits your needs and culture.

"The quality of leadership, more than any other single factor, determines the success or failure of an organization."

- Fred Fiedler & Martin Chemers;
Improving Leadership Effectiveness



Releasing the power
of people

An Example of Our Work

We worked with a large FTSE 100 organization interested in auditing the quality of their global HR population in terms of leadership and functional capability. Using a fair and transparent assessment process, YSC conducted over 700 individual assessments across 5 continents in under 6 months. The HR leaders going through the project received 1:1 individualized feedback and development discussions with YSC consultants. The organization received an in-depth roll up of the overall data, providing valuable insights around the quality of their people. This data helped the organization make decisions when placing people into the right jobs and determining which leaders would move forward in the new organization. The same organization turned to us to conduct a truncated project where we assessed 350 people globally over 7 months. In this project, we partnered successfully with a high ranking consulting firm which assessed functional capability while YSC assessed leadership capability.

COMPANY X's LEADERSHIP COMPETENCIES (EXAMPLE INDIVIDUAL DASHBOARD)

	Development	Effective	Strength
Innovation			
Problem Finding			
Analytical Rigor			
Framing Issues			
Problem Resolution			
Drive			
Ambition			
Self-Assurance			
Initiative			
Influence			
Self-Awareness			
Environmental Radar			
Range of Influence			

KEY STRENGTHS

- Analytical and critical thinking skills: ability to anticipate problems
- Courageous and willing to test ideas; seeks out innovative solutions and takes calculated risks
- Quick and engaging in a debate; confident and willing to stand up for his ideas with conviction and airtight thinking
- Broad and deep business intelligence and strong orchestration skills

DEVELOPMENT OPPORTUNITIES

- Strong drive and initiative can be blinding, preventing him from seeing his leadership from a wide angle; can be seen as self-serving
- Can be so convincing in his argument that he may not leave room for others to disagree or suggest an alternative route
- Logic-based in his influencing and less apt to tell a story with the data as a means of motivating others

YSC OVERALL VIEW OF POTENTIAL

At this point in time XXX is considered to have the room to grow into the most senior roles in the organization, subject to him tackling his developmental opportunities and leveraging his strengths

What do our clients say about us?

"I value YSC's responsiveness, their ability to challenge and stretch our thinking to achieve greater things, their ability to listen and understand our issues and requirements and they also deliver great work!"

"YSC are in a class of their own. Spotting and developing talent is important to our business success and YSC are a very trusted partner with us. They stretch our thinking and continuously provide an impressive standard of assessment and development expertise."

Would you like to know how your leaders stack up against our global benchmarking database? Find out the most distinctive strength of world class leaders ... and the most common downfall.