



Caliper is a research-based, talent management company dedicated to helping organizations produce world class results by ensuring people are in the right role at the right time. With over 50 years of measuring people's alignment and performance at work, Caliper's talent analytics team use predictive models to help organizations select, onboard, develop and succeed their talent.

CALIPER EXECUTIVE ASSESSMENT SERVICE

The *Caliper C-Suite* is an extensive customizable system that incorporates individual assessments and specific job and organizational analysis to comment on a candidate's overall job fit. The purpose of the *Caliper C-Suite* is to surface underlying traits, behaviours, and problem solving skills to provide an understanding of how an executive would cope with various real work life requirements and pressures. By design, the *Caliper C-Suite* combines both subjective and objective measures to predict the overall fit and performance of an executive candidate within an existing leadership team.

CALIPER C-SUITE FEATURES

Caliper Management-Suite Report:

- Identify the motivations, job-related strengths, and developmental opportunities of your candidate(s).
- Identify similarities and differences among the candidate(s) and the future team (i.e. direct reports, colleagues, superiors).
- Identify the type of management style team members will respond to best in order to succeed in their efforts.
- Predict team dynamics.

Customized Structured Interview: Designed to explore individual motivations, values and career aspirations.

Customized Executive In Basket Exercise: Simulation exercise dealing with problem-solving, prioritization, and delegation skills.

Verbal Debrief: The *Caliper C-Suite* is a fully supported service orchestrated by your Client Advisor. Trained to delve into the salient performance behaviours that impact your organization, your Client Advisor provides rich, objective insights that culminate in a predictive performance model for the future team and a hiring recommendation.

- Includes a robust, online intake that takes approximately 45–60 minutes to complete. This intake results in a personal inventory that supports many Talent Management objectives (Selection, Onboarding, Development, Succession Management, etc).
- Online intake and results/reports are secure. Reports are printable (as PDF), and can be saved to your hard drive as well as accessed securely online anytime.

