

## Talent capability assessment

# Your source of internal truth

To build the strongest possible organisation, you need the right people in the right jobs. You also need to identify future leaders early so they can be given the support and opportunities they need to thrive.

We use our best-practice technology, tools, psychometric tests and virtual assessment centres to benchmark internal and external talent – giving you a deep understanding of your leadership succession potential.

Importantly, these assessments are designed in alignment with your business values, context and operating environment – so you know which candidates are the best fit. We use a combination of stable potential and malleable potential to build a full picture of a candidate's readiness for a targeted role.

With access to these insights across the entire talent lifecycle, you can develop the capabilities required for your organisation's ongoing success.

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## Key benefits

- Create an internal benchmark for what 'great leadership' looks like
- Build detailed profiles of your leaders – including strengths and development areas
- Evaluate executive readiness to building an internal succession pipeline
- Develop bespoke talent advancement programs to further the learning and development of your employees



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## Delivering results

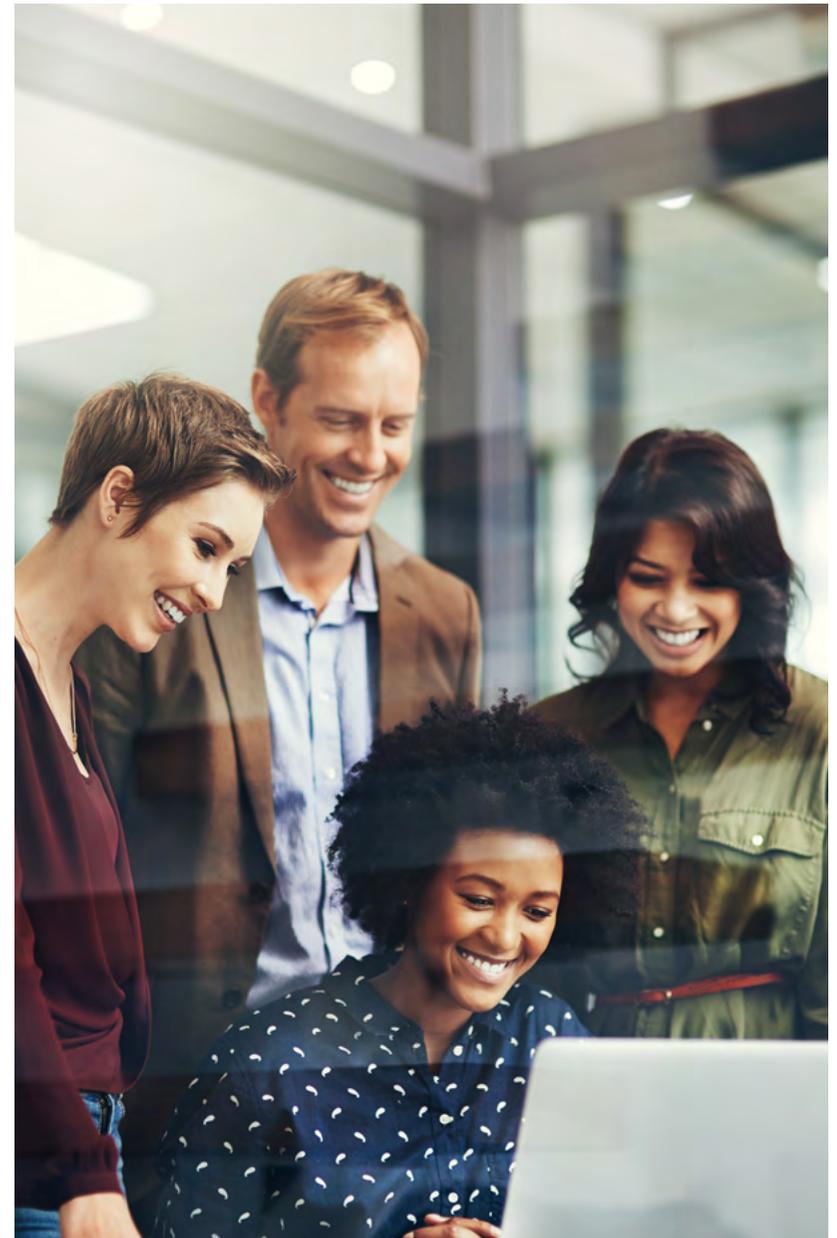
A well-known insurer approached Mercer | Evolve to gain an insight into their leadership capability, external and internal candidates, and their executive succession strategies. They were seeking to understand how to develop their top talent and what this would look like in a performance model framework.

We connected with organisational leaders to begin assessments – which involved 360 surveys, competency-based interview guides, selection assessments and top talent assessments. Based on these insights, we delivered suggestions to develop their top talent and leadership in way that complemented their performance model framework.

We continued to work in partnership by creating bespoke leadership development programs and facilitating a 'Future of Work' conversation with the board.

“The single biggest constraint on the success of my organisation is the ability to get and to hang on to enough of the right people.”

*Good to Great:  
Why Some Companies Make the Leap...And Others Don't*  
– Jim Collins



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