

## Talent Development - Assessing and Selecting Candidates

- *Do you effectively assess and develop key talent while building a pipeline of leaders and critical skills?*
- *Are your employees able to self-assess their cultural adaptability skills?*
- *How do you assess and select the right candidate for deployment?*
- *How do you support your employees in making the right decision about an international opportunity?*



BGRS Intercultural Group is a premier talent development organization uniquely integrated as part of BGRS’s global Talent Mobility Consulting Practice. Our assessment services support your organization’s strategic talent development initiatives and individual employee development needs. Assessment solutions can be divided into three categories:

- **Candidate Selection:** The services assess the cultural adaptability and skills of employees to determine their suitability for an international role, a key component in ensuring the right employees are selected and positioned for development. We offer organizations the option to have assessments conducted externally or integrate them as part of their internal selection processes. The solutions can be incorporated into talent management and mobility processes whether the organization is driving candidate selection or the decision is initiated by the employee.
- **Self-assessment:** These options allow employees to better understand their own adaptability profile whether still in the process of making a decision or focusing on their development going into an assignment.
- **Employee Development:** These solutions include options for utilizing assessment tools to enhance learning for employees on international assignment — whether long-term or developmental — and for candidate pool development.

### OUR TOOLS



The Overseas Assignment Inventory (OAI) and Global Assessment Inventory (GAI) are BGRS’s proprietary web-based tools that assess the essential attributes necessary for working across cultures. They are based on 45 years of research and validation studies examining what makes employees successful at living and working across cultures.

The OAI is designed to evaluate employees’ and spouses/partners’ cultural adaptability as it pertains to expatriate assignments. It measures nine personal attributes essential for successful adaptation to another culture and evaluates six context factors that can either support or deter expatriates from having a successful assignment.

The GAI is our self-assessment tool designed to measure ten attributes related to success in multicultural interactions that are essential to a successful experience working with people from different backgrounds and cultures. Two of the attributes help your employees understand their preparedness for international business travel.

**For more information, contact BGRS** mail:[intercultural@bgrs.com](mailto:intercultural@bgrs.com) | [www.bgrs.com/intercultural](http://www.bgrs.com/intercultural)

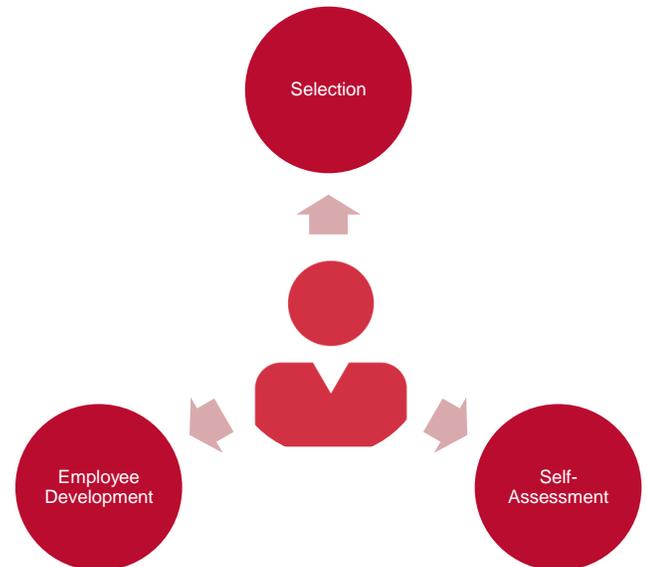
## Assessment and Selection Solutions

### SELECTION

#### Candidate Assessment

For clients seeking to integrate an in-depth, external assessment of cultural adaptability into their selection processes, this service evaluates candidates for a particular assignment.

Our Candidate Assessment service includes access to the online OAI tool and provides Development Guides for the candidate and spouse/partner (if applicable). Following a half-day interview with certified Intercultural Trainer, an Assessment Report for the client is prepared. The Assessment Report includes an assessment of the candidates' cultural adaptability for an overseas assignment in terms of a high, moderate, or low risk rating and an overview of their motivations, context factors and personal attributes. The Report also includes recommendations for candidates' development if selected.



#### Client Certification Workshop

For clients seeking to integrate a cultural adaptability tool into their internal processes, we offer customized two-day OAI Certification Workshops to learn how to utilize the OAI and conduct behavioral interviews. Certified clients can receive OAI reports and utilize the tool as part of their candidate selection and candidate pool development processes.

### SELF-ASSESSMENT

#### Candidate Self-Assessment Express

We offer the Candidate Self-Assessment Express service to give employees the opportunity to consider their own adaptability in light of a potential assignment or as part of their development in the early stages of the international assignment. This self-assessment solution helps employees understand their adaptability strength and challenge areas, explore culture-specific information about their potential assignment location, and discuss specific questions or concerns via a personalized coaching session.

The Candidate Self-Assessment Express service includes access to the online OAI tool and provides a Development Guide for the employee, a two-hour virtual coaching session with a certified Intercultural Trainer, and access to our online cultural site, CultureWizard.

#### Candidate Self-Development

In order to support the development of all employees, not just those relocating, organizations can offer access to the GAI. The self-assessment tool measures attributes related to success in multicultural interactions that are essential to a successful experience working with people from different backgrounds and cultures.

Upon completion of the survey employees will instantly receive their Development Guide, which includes their developmental profile and an explanation of their results. Employees can use the tool to focus on developing their cultural adaptability as part of a structured development plan or integrated with training or coaching.



## **EMPLOYEE DEVELOPMENT**

### **Candidate Pool Development**

To support an organization's goal of developing their talent or creating candidate pools, we offer access to the GAI. Organizations can provide access to the tool to their high-potentials and to employees who have expressed interest in going on an international assignment at some future point in their career. The GAI helps users understand their personal adaptability profiles so they can target their development allowing them to be prepared for a global leadership position or an international assignment when it becomes available.

Access to the GAI can be provided on an individual-basis or via licenses for use with large groups of employees.

### **Assignee Development (with OAI Debrief)**

Organizations can provide additional cultural adaptability development support to already chosen candidates for international assignment by integrating the Assignee Development with OAI Debrief in the employees' intercultural training programs. Incorporating the OAI into the Developing a Global Mindset – Assignment Success program allows participants to assess their cultural adaptability profiles, work with the Intercultural trainer to build their adaptation skills and brings an added level of customization to the training.