

Predicting Executive Performance Under Pressure

Performing (well) under pressure is a key capability requirement of modern organisations for all executive roles. Until now, most organisations have had limited access to the level of **insight** they need, to predict how successful people are likely to be in any given role, before hiring or promoting them.

Executive selection is an inexact 'science', especially when the candidate is not well known. Many people are selected on limited information and how well they present at the interview, which may or may not be relevant to the new role. This lack of **insight** is often most pronounced when it comes to predicting **performance under pressure**, or how well candidates or transferees will **interact** with their new leader. Add to this that executive placements are inevitably expensive exercises, especially so for expatriate appointments & assignments where the cost is up to 3 times a local candidate. Even more so if the assignment goes wrong.

TriSigma now provides greater certainty of selection and targeted development investment through the introduction of the **TAIS** inventory. The **TAIS** significantly increases the level of **insight** regarding how candidates are likely to perform under pressure and how they are likely to 'fit' within the team. TriSigma's executive development and selection service is a proven way of reducing the risk associated with executive placements. TriSigma's executive **insight** service is shown below.

- Briefing from client so we understand the most important attributes of the 'ideal' candidate
- Agree scope of service, professional fees and the appropriate TriSigma consultant
- Provide on-line access to the **TAIS**, including candidate briefing and support,
- Targeted interpretation of completed inventory and the **TAIS** performance report, with 1 page executive summary including our recommendations
- Supply an interaction report, between manager & candidates (optional)
- Where there are multiple candidates, we provide a summary 'Best Fit' report (optional)
- Brief client on results and rationale for our recommendations
- De-brief unsuccessful candidates
- De-brief successful candidate for development purposes, typically 1 to 3 months after commencement
- Review assignment with client

For information on who uses the **TAIS** and how TriSigma can help you, contact

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