

Talent Management Services

Smart people who are astute, entrepreneurial, globally aware and in the right kind of corporate culture are likely to be better performers. Attracting, developing and retaining this kind of talent are imperatives for every business.

We bring a wealth of experience to the assessment and development of high calibre leaders in a variety of businesses and a variety of industries. Whether this is in the assessment and selection of first line managers through to the appointment of board members and chief executives, we use proven and robust methodologies for assessing and developing people with the potential to deliver superior performance in a bigger role.

As business psychologists we work within a scientific framework using methodologies that have proven predictive validity. Unlike many of our competitors we keep abreast of the latest research into the science of assessment, career choice, personality theory, ability and capability measures, motivation theories and most importantly, the evidence base relating to high calibre performance in challenging leadership roles.

Our consultants bring a deep foundation of scientific credibility combined with business experience that provides our clients with the confidence that our interventions will deliver business value.

Our talent management service is used by our clients in a variety of different ways; succession planning, the creation and maintenance of talent pools, specific appointments, management and leadership audits, in change management and restructuring programmes, mergers & acquisitions, fast-track programmes, culture change programmes, executive career coaching.

Identifying Potential

In the first place we work with our clients to identify the criteria of potential; what skills, capabilities, competencies and special knowledge and experience is predictive of high calibre leadership performance in their business. We take account of the current business environment and business structure as well as taking account of the way in which the business environment and business structure is likely to change and evolve.

We also take account of the way in which roles within the business grow in complexity as the level of seniority and the scope of responsibility and accountability increases. Our experience tells us that as job roles increase in complexity more expansive performance attributes are required and only those people who possess these performance attributes or have the potential to develop these performance attributes will succeed in bigger jobs.

Assessing Potential

The next step is to work with our clients to assess their people in these performance attributes. We use cutting edge methodologies for assessing people such as interactive dialogue assessment, as well as classic proven interventions such as structured interviews, psychometric assessment and assessment and development centre technology.

Innovation is a key guiding hand in our assessment methodologies. We continually seek innovative ways of measuring leadership skills, capabilities and competencies to ensure not only the highest level of predictive validity but also to emulate as closely as possible the continually expanding nature of more senior level job complexity. We use specially designed exercises that specifically target leadership potential within the client business.

Our experience over many years enables us to provide a high degree of benchmarking advice to our clients allowing us to calibrate the capability and the potential of each person that we assess. We have an accumulated experience in the evaluation of many hundreds of senior leaders across many different industries and businesses.

Strategic Potential Ladder



Developing Potential

The Smithfield Leadership Programme is strategically aligned with our talent management assessment service. This programme brings high calibre people through a series of key leadership experiences that help them to unlock their potential. It concentrates on some of the most important senior leadership competencies including strategic thinking, strategic influencing and leadership resilience.

Our executive coaching service covers the same leadership competencies but does so in a one-to-one situation and is individually tailored. It helps the executive to hone in on specific areas for development and enables them to realise their full potential by working on eliminating barriers to achievement and helping the executive to align their skills, capabilities and competencies with a fulfilling career pathway.

Contact Us

Smithfield Performance is a business psychology consultancy delivering services to clients across a broad range of people and leadership performance areas. We hold true to our consultancy values of Innovation and Good People Science

Innovation

We consistently deliver high quality and cost effective services that exceed expectations. We deliver original creative and thought provoking solutions. We are willing to try new ideas and differentiate ourselves from our competitors through our imaginative service

Good People Science

We apply scientific rigour to our solutions. All of our work is delivered within the context of well grounded and scientifically robust people management principles.

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