

Development & Assessment Centers

Tools to assess potential, validate capabilities and define focused development priorities using SHL-based methodology.



Have you ever needed to make promotion, succession, talent or development decisions based on more than performance history, manager impressions and generic feedback from peers? While they may be useful, they may not be sufficient, especially when the real question is not only who performs well today, but who has the capabilities, behavioural profile and growth potential for what comes next.

SHL **Development & Assessment Centers** help organizations evaluate competencies and development needs through a structured, evidence-based process using SHL tools, simulations and assessment methodology. The process can combine business simulations, role plays, analysis and presentation exercises, group exercises, OPQ personality assessment and, where relevant, 360° Feedback, followed by individual reports and debrief sessions.

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• Who is it for?

- Organizations preparing promotion, succession, talent review or leadership development processes
- Managers, specialists or high-potential employees being considered for current or future roles
- Leadership teams that need a clearer view of strengths, risks and development priorities
- HR and business stakeholders who need structured data for people decisions
- Companies that want to move beyond informal impressions and build a more objective development foundation

• What questions can it help answer?

- Which competencies are already strong, and which need focused development?
- How does the participant behave in realistic business situations, not just in interviews or self-reports?
- What does the OPQ profile reveal about behavioural preferences, strengths and possible derailers?
- Where are the gaps between self-perception and how others experience the participant?
- What individual and collective development priorities should the organization act on

• What to expect?

- A structured process starting with alignment on objectives, competencies and assessment design
- A tailored mix of SHL-based tools, simulations and exercises mapped to the relevant competency framework
- Individual reports integrating observations, assessment data and, where relevant, OPQ and 360° Feedback results
- One-to-one debrief sessions focused on insight, ownership and actionable development priorities

• How is it delivered?

FORMAT

Face-to-face or online

DURATION

2 days · 12 hours

COHORT

Duration is tailored to number of participants and mix of interventions