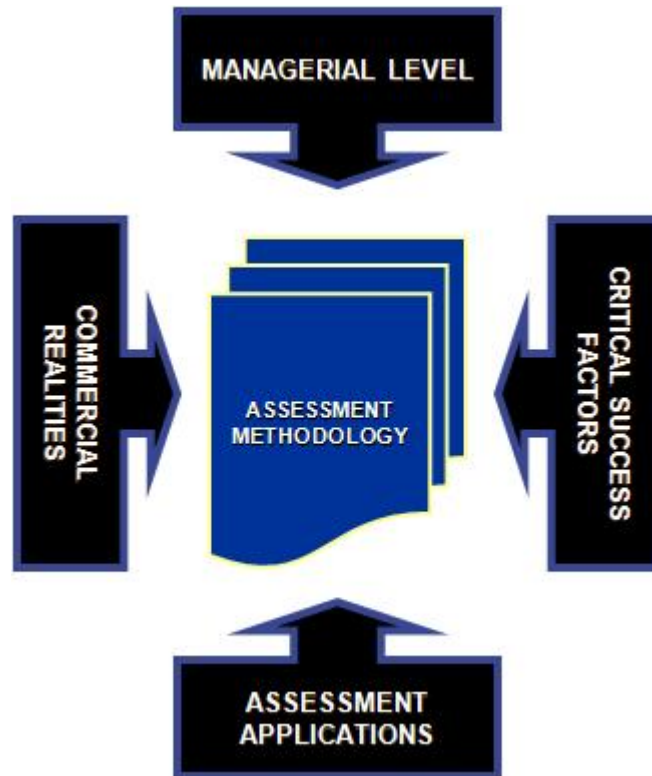


Services

Assessment & Talent Identification

ClearWater's choice of assessment methodology is informed by the interplay of four factors (see below).



CRITICAL SUCCESS FACTORS:

The profile of competencies used – competencies for performing today, competencies for achieving change, and competencies for managing tomorrow

MANAGERIAL LEVEL:

The complexity and deployment of assessment methodology depends heavily on the population being assessed. Different methodologies are used for: (a) Senior Executives, (b) Middle Managers, (c) Technical-Professionals, and (d) Operational staff

APPLICATIONS:

Assessment is most commonly applied to: (a) Selection in recruitment; (b) Internal promotion; (c) Identifying development needs of current personnel, and (d) Informing Talent Identification and Management practices

COMMERCIAL REALITIES:

The political, geographical, and budgetary realities and constraints under which the assessment is carried out. These shape delivery modes as well as commercial engagement forms such as partnership and licensing agreements